



महाराष्ट्र शासन राजपत्र

भाग एक-ल

वर्ष १, अंक २८]

गुरुवार ते बुधवार, ऑगस्ट १३-१९, २०१५/श्रावण २२-२८, शके १९३७

[पृष्ठे ९५, किंमत : रुपये २३.००

प्राधिकृत प्रकाशन

(केंद्रीय) औद्योगिक विवाद अधिनियम व मुंबई औद्योगिक संबंध अधिनियम यांखालील
(भाग एक, चार-अ, चार-ब आणि चार-क यांमध्ये प्रसिद्ध केलेल्या अधिसूचना, आदेश व निवाडे यांव्यतिरिक्त)
अधिसूचना, आदेश व निवाडे.

BY THE DEPUTY COMMISSIONER OF LABOUR AND COMPETENT AUTHORITY UNDER THE MINIMUM WAGES ACT, 1948

Commerce Centre, Tardeo, Mumbai 400 034, dated the 16th August 1997

No. MWA. SPL/Sweepers or Scavengers.—In exercise of the powers conferred by Notification Industries, Energy and Labour Department, No. MWA. 5284/5819/Lab-7, dated the 3rd August 1984 the Deputy Commissioner of Labour (Rural Wing), Mumbai as the Competent Authority under section 2(c) of the Minimum Wages Act, 1948, is after having ascertained, pleased to declare that the Cost of Living Index Number applicable to the employees employed as Sweepers or Scavengers in any employment not falling under any other entries in the Schedule appended to the Minimum Wages Act, 1948 (XI of 1948) in the State of Maharashtra for the months shown in column (1) of the Schedule hereto appended, shall be as shown in column (2) to (11) of the said Schedule for the purpose of section 2(d) of the said Act :—

Schedule I

Months	Mumbai Index Number	Pune Index Number	Jalgaon Index Number	Auran- gabad Index Number	Nanded Index Number	Nagpur Index Number	Solapur Index Number	Nashik Index Number	Kolhapur Index Number	Akola Index Number
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
Jan., 97	381	375	358	376	365	366	373	368	368	371
Feb., 97	386	376	359	375	366	374	375	367	367	368
Mar., 97	383	375	354	367	361	374	374	368	370	354
Apl., 97	396	376	350	361	361	374	364	368	375	343
May, 97	391	379	354	369	366	364	365	374	377	348
June, 97	403	385	359	368	368	362	371	371	376	354

SHARAD JADHAV,
Deputy Commissioner of Labour (R.W.)
and Competent Authority under the
Minimum Wages Act, 1948, Mumbai.

**BY THE DEPUTY COMMISSIONER OF LABOUR AND COMPETENT AUTHORITY
UNDER THE MINIMUM WAGES ACT, 1948**

Commerce Centre, Tardeo, Mumbai 400 034, dated the 16th August 1997

No. MWA/SPL/Sweepers or Scavengers.—Whereas, the Deputy Commissioner of Labour (Enforcement), Mumbai having been appointed as the Competent Authority (hereinafter referred to the said Competent Authority) *vide* Government Notification, Industries, Energy and Labour Department, No. MWA. 5284/5819/Lab-7, dated the 3rd August 1984, has in pursuance in Clause (c) of section 2 of the Minimum Wages Act, 1948, (hereinafter referred to as said Act), ascertained and declared the Cost of Living Index Number as shown in column (2) to (11) of the Schedule I, appended hereto for the months shown in column (1) of the said Schedule applicable to the employees employed as Sweepers or Scavengers in any employment not falling under any other entries in the Schedule appended to the Minimum Wages Act, 1948 (XI of 1948) in the State of Maharashtra (hereinafter referred to as the said Scheduled employment) and published in the *Maharashtra Government Gazette*, from time to time :—

Schedule I

Months	Mumbai Index Number	Pune Index Number	Jalgaon Index Number	Auran- gabad Index Number	Nanded Index Number	Nagpur Index Number	Solapur Index Number	Nashik Index Number	Kolhapur Index Number	Akola Index Number
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
Jan., 97	381	375	358	376	365	366	373	368	368	371
Feb., 97	386	376	359	375	366	374	375	367	367	368
Mar., 97	383	375	354	367	361	374	374	368	370	354
Apl., 97	396	376	350	361	361	374	364	368	375	343
May, 97	391	379	354	369	366	364	365	374	377	348
June, 97	403	385	359	368	368	362	371	371	376	354

And whereas, the Government of Maharashtra by Notification Industries, Energy and Labour Department, No. MWA.2393/7614/LAB-7, dated the 19th March 1997 has directed the said Competent Authority to calculate after expiry of every six months, commencing from 1st day of January and 1st day July, the average of each of the said Cost of Living Index Number declared by it for the said six months and to ascertain in the rise of such average over the average of the averages of the Cost of Living Index Number for Ten Centres of 343 and also to determine for every such rise of one points the Special Allowance (payable in addition to the basic rate of wages), for each of the six months (immediately following the months in respect of which such average has been calculated as aforesaid) payable to the employees in the said Scheduled employment in the Zone specified in column (2) of the Schedule appended hereto at the rate of specified in the column (4) of the said Schedule :—

Schedule II

Sr. No.	Zones	Every Rise of Points	Rupees Per Month/Day
(1)	(2)	(3)	(4)
1	I	One	2.60 P.M.
2	II	One	2.60 P.M.
3	III	One	2.60 P.M.

Explanation.—For the purpose of this Notification, Zones I, II, III and IV shall respectively means Zones I, II, III and IV formed for the purpose and shown in the Notification, Industries, Energy and Labour Department, No. MWA.2393/7614/LAB-7, dated the 19th March 1997.

Now, therefore, in exercise of the powers conferred by the Government Notification, Industries, Energy and Labour Department, No. MWA. 2393/7614/LAB-7, dated the 19th March 1997 the said Competent Authority is pleased to determine in the aforesaid manner and declare the Special Allowance (Cost of Living Allowance), payable in addition to the basic rate of wages to the employees employed in the said Scheduled employment in the areas mentioned in column (2) of Schedule III, appended hereto in relation to six months commencing on the 1st July 1997 to 31st December 1997 at the rates mentioned in column (3) of the said Schedule III.

Schedule III

Sr. No.	Zones	Amount of Special Allowance (cost of living allowance payable)
(1)	(2)	(3)
		Rs.
1	I	67.60 P.M.
2	II	67.60 P.M.
3	III	67.60 P.M.

SHARAD JADHAV
Deputy Commissioner of Labour (R.W.)
and Competent Authority under the
Minimum Wages Act, 1948, Mumbai.

**BY THE DEPUTY COMMISSIONER OF LABOUR AND COMPETENT AUTHORITY
UNDER THE MINIMUM WAGES ACT, 1948**

Commerce Centre, Tardeo, Mumbai 400 034, dated the 16th August 1997

No. MWA. SPL/Exercise Books.—In exercise of the powers conferred by Notification, Industries, Energy and Labour Department, No. MWA. 5284/5819/Lab-7, dated the 3rd August 1984 the Deputy Commissioner of Labour (Rural Wing), Mumbai as the Competent Authority under section 2(c) of the Minimum Wages Act, 1948, is after having ascertained, pleased to declare that the Cost of Living Index Number applicable to the employees employed in the employment in the manufacture of Exercise Books or Similar books (including Accounts books, ledger books, Diaries etc.) for the purpose of writing in them, including processes like ruling, folding, sewing, binding, printing and other work incidental thereto, the State of Maharashtra for the months shown in column (1) of the Schedule hereto appended, shall be as shown in column (2) of the said Schedule for the purpose of section 2(d) of the said Act :—

Schedule I

Months	Mumbai Index Number (New Series)
(1)	(2)
January, 1997	381
February, 1997	386
March, 1997	383
April, 1997	396
May, 1997	391
June, 1997	403

SHARAD JADHAV,
Deputy Commissioner of Labour (R.W.)
and Competent Authority under the
Minimum Wages Act, 1948, Mumbai.

**BY THE DEPUTY COMMISSIONER OF LABOUR AND COMPETENT AUTHORITY
UNDER THE MINIMUM WAGES ACT, 1948**

Commerce Centre, Tardeo, Mumbai 400 034, dated the 16th August 1997

No. MWA. SPL/Exercise Books.—Whereas, the Deputy Commissioner of Labour (Rural Wing), Mumbai having been appointed as the Competent Authority (hereinafter referred to the said Competent Authority) *vide* Government Notification, Industries, Energy and Labour Department, No. MWA. 5284/5819/Lab-7, dated the 3rd August 1984, has in pursuance of clause (c) of section 2 of the Minimum Wages Act, 1948, (hereinafter referred to as the said Act), ascertained and declared the Cost of Living Index Number as shown in column (2) of the Schedule I, appended hereto for the months shown in column (1) of the said Schedule applicable to the employees employed in the manufacture of Exercise Books or Similar books (including Accounts books, ledger books, Diaries etc.) for the purpose of writing in them, including processes like ruling, folding, sewing, binding, printing and other work incidental thereto, in the State of Maharashtra (hereinafter referred to as the said Scheduled employment) and published in the *Maharashtra Government Gazette*, from time to time :—

Schedule I

Months	Mumbai Index Number (New Series)
(1)	(2)
January, 1997	381
February, 1997	386
March, 1997	383
April, 1997	396
May, 1997	391
June, 1997	403

And whereas, the Government of Maharashtra by Notification, Industries, Energy and Labour Department, No. MWA. 5291/(7241)/LAB-7, dated the 14th August 1996 has directed the said Competent Authority to calculate after expiry of every six months, commencing from 1st day of January and 1st day of July, the average of each of the said Cost of Living Index Number declared by it for the said six months and to ascertain in the rise of such average over Mumbai City Index Number of 330 and also to determine for every such rise of one point the Special Allowance (payable in addition to the basic rate of wages), for each of the six months (immediately following the months in respect of which such average has been calculated as aforesaid) payable to the employees in the said Scheduled employment in the Zone specified in column (2) of the Schedule II appended hereto at the rate of specified in the column (4) of the said Schedule :—

Schedule II

Sr. No.	Zones	Every Rise of Points	Rupees Per Month
(1)	(2)	(3)	(4)
1	I	One	3.00 P.M.
2	II	One	3.00 P.M.
3	III	One	3.00 P.M.

Explanation.—For the purpose of this notification, Zones I, II and III shall respectively mean Zones I, II, and III formed for the purpose and shown in the Notification, Industries, Energy and Labour Department, No. MWA. 5291/(7241)/LAB-7, dated the 14th August 1996.

Now, therefore, in exercise of the powers conferred by the Government Notification, Industries, Energy and Labour Department, No. MWA. 5291/(7241)/LAB-7, dated the 14th August 1996 the said competent authority is pleased to determine in the aforesaid manner and declare the Special Allowance (Cost of Living Allowance), payable in addition to the basic rate of wages to the employees employed in the said Scheduled employment in the areas mentioned in column (2) of Schedule III, appended hereto in relation to six months commencing on the 1st day of July 1997 to 31st December 1997 at the rates mentioned in column (3) of the said Schedule III.

Schedule III

Sr. No.	Zones	Amount of Special Allowance (cost of living allowance payable)
(1)	(2)	(3)
		Rs.
1	I	180.00 P.M.
2	II	180.00 P.M.
3	III	180.00 P.M.

SHARAD JADHAV,
Deputy Commissioner of Labour (R.W.)
and Competent Authority under the
Minimum Wages Act, 1948, Mumbai.

**BY THE DEPUTY COMMISSIONER OF LABOUR AND COMPETENT AUTHORITY
UNDER THE MINIMUM WAGES ACT, 1948**

Commerce Centre, Tardeo, Mumbai 400 034, dated the 16th August 1997

No. MWA. SPL/Seepz.—In exercise of the powers conferred by Notification Industries, Energy and Labour Department, No. MWA. 5284/5819/Lab-7, dated the 3rd August 1984 the Deputy Commissioner of Labour (Rural Wing), Mumbai as the Competent Authority under section 2(c) of the Minimum Wages Act, 1948, is after having ascertained, please to declare that the Cost of Living Index Number applicable to the employees employed in the employment in electronic industry in Santacruz Electronic Export Processing Zone, Brihan Mumbai the State of Maharashtra for the months shown in column (1) of the Schedule hereto appended, shall be as shown in column (2) of the said Schedule for the purpose of section 2(d) of the said Act :—

Schedule I

Months	Mumbai Index Number (New Series)
(1)	(2)
(Converted in 1960 base)	
January, 1997	381
February, 1997	386
March, 1997	383
April, 1997	396
May, 1997	391
June, 1997	403

SHARAD JADHAV,
Deputy Commissioner of Labour (R.W.)
and Competent Authority under the
Minimum Wages Act, 1948, Mumbai.

**BY THE DEPUTY COMMISSIONER OF LABOUR AND COMPETENT AUTHORITY
UNDER THE MINIMUM WAGES ACT, 1948**

Commerce Centre, Tardeo, Mumbai 400 034, dated the 16th August 1997

No. MWA. SPL/Seepz.—Whereas, the Deputy Commissioner of Labour (Rural Wing), Mumbai having been appointed as the Competent Authority (hereinafter referred to the said Competent Authority) *vide* Government Notification, Industries, Energy and Labour Department, No. MWA. 5284/5819/Lab-7, dated the 3rd August 1984, has in pursuance of clause (c) of section 2 of the Minimum Wages Act, 1948 (hereinafter referred to as said Act), ascertained and declared the Cost of Living Index Number as shown in column (2) of the Schedule I, appended hereto for the months shown in column (1) of the said Schedule applicable to the employees employed in Electronic Industry in Santacruz Electronic Exeport Processing Zone, Brihan Mumbai in the State of Maharashtra (hereinafter referred to as the said scheduled employment) and published in the *Maharashtra Government Gazette* from time to time :—

Schedule I

Months	Mumbai Index Number (New Series)
(1)	(2)
January, 1997	381
February, 1997	386
March, 1997	383
April, 1997	396
May, 1997	391
June, 1997	403

And whereas, the Government of Maharashtra by Notification Industries, Energy and Labour Department, No. MWA.1095/7774/LAB-7, dated the 11th March 1996 has directed the said Competent Authority to calculate after expiry of every six months, commencing from 1st day of January and 1st day of July, the average of each of the said Cost of Living Index Number declared by it for the said six months and to ascertain in the rise of such average over Mumbai City Index Number of 315 and also to determine for every such rise of one point the Special Allowance (payable in addition to the basic rate of wages) for each of the six months (immediately following the months in respect of which such average has been calculated as aforesaid) payable to the employees in the said Scheduled employment in the Zone specified in column (2) of the Schedule II appended hereto, at the rate specified in the column (4) of the said Schedule :—

Schedule II

Sr. No.	Zones	Every Rise of Points	Rupees Per Month
(1)	(2)	(3)	(4)
			Rs.
1	I	One	2.50

Explanation.—For the purpose of this Notification, Zones I, II and III shall respectively, means Zones I, II and III formed for the purpose and shown in the Notification, Industries, Energy and Labour Department, No. MWA.1095/7774/LAB-7, dated the 11th March 1996.

Now, therefore, in exercise of the powers conferred by the Government Notification, Industries, Energy and Labour Department, No. MWA.1095/7774/LAB-7, dated the 11th March 1996, the said competent authority is pleased to determine in the aforesaid manner and declare the Special Allowance (Cost of Living Allowance) payable in addition to the basic rate of wages to the employees employed in the said Scheduled employment in the areas mentioned in column (2) of Schedule III, appended hereto in relation to six months commencing on the 1st day of July 1997 to 31st December 1997 at the rates mentioned in column (3) of the said Schedule III :—

Schedule III

Sr. No.	Zones	Amount of Special Allowance (cost of living allowance payable)
(1)	(2)	(3)
		Rs.
1	I	187.50 P.M.

SHARAD JADHAV,
Deputy Commissioner of Labour (R. W.),
and Competent Authority under the
Minimum Wages Act, 1948, Mumbai.

**BY THE DEPUTY COMMISSIONER OF LABOUR AND COMPETENT AUTHORITY
UNDER THE MINIMUM WAGES ACT, 1948**

Commerce Centre, Tardeo, Mumbai 400 034, dated the 16th August 1997

No. MWA. SPL/Steel Furniture.— In exercise of the powers conferred by Notification Industries, Energy and Labour Department, No. MWA. 5284/5819/Lab-7, dated the 3rd August 1984 the Deputy Commissioner of Labour (Rural Wing), Mumbai as the Competent Authority under section 2(c) of the Minimum Wages Act, 1948, is after having ascertained, pleased to declare that the Cost of Living Index Number applicable to the employees employed in the employment in an Industry Manufacturing Steel Furniture in the State of Maharashtra for the months shown in column (1) of the Schedule hereto appended, shall be as shown in column (2) of the said Schedule for the purpose of section 2(d) of the said Act :—

Schedule I

Months	Mumbai Index Number (New Series)
(1) (Converted in 1960 base)	(2)
January, 1997	381
February, 1997	386
March, 1997	383
April, 1997	396
May, 1997	391
June, 1997	403

SHARAD JADHAV,
Deputy Commissioner of Labour (R.W.)
and Competent Authority under the
Minimum Wages Act, 1948, Mumbai.

**BY THE DEPUTY COMMISSIONER OF LABOUR AND COMPETENT AUTHORITY
UNDER THE MINIMUM WAGES ACT, 1948**

Commerce Centre, Tardeo, Mumbai 400 034, dated the 16th August 1997

No. MWA/SPL/Steel Furniture.—Whereas, the Deputy Commissioner of Labour (Rural Wing), Mumbai having been appointed as the Competent Authority (hereinafter referred to the said competent authority) *vide* Government Notification, Industries, Energy and Labour Department, No. MWA. 5284/5819/Lab-7, dated the 3rd August 1984, has in pursuance clause (c) of Section 2 of the Minimum Wages Act, 1948, (hereinafter referred to as said Act), ascertained and declared the Cost of Living Index Number as shown in column (2) of the Schedule I, appended hereto for the months shown in column (1) of the said Schedule applicable to the employees employed in an Industry Manufacturing Steel Furniture in the State of Maharashtra (hereinafter referred to as the said Scheduled employment) and published in the *Maharashtra Government Gazette*, from time to time :—

Schedule I

Months	Mumbai Index Number (New Series)
(1)	(2)
(Converted in 1960 base)	
January, 1997	381
February, 1997	386
March, 1997	383
April, 1997	396
May, 1997	391
June, 1997	403

And whereas, the Government of Maharashtra by Notification Industries, Energy and Labour Department, No. MWA. 6493/7620/Lab-7, dated the 20th August 1994 has directed the said Competent Authority to calculate after expiry of every six months, commencing from 1st day of January and 1st day of July, the average of each of the said Cost of Living Index Number declared by it for the said six months and to ascertain in the rise of such average over Mumbai City Index Number of 279 and also to determine for every such rise of one point the Special Allowance (payable in addition to the basic rate of wages), for each of the six months (immediately following the months in respect of which such average has been calculated as aforesaid) payable to the employees in the said Scheduled employment in the Zone specified in Column (2) of the Schedule II appended hereto, at the rate of specified in the column (4) of the said Schedule :—

Schedule II

Sr. No.	Zones	Every Rise of Points	Rupees Per Month
(1)	(2)	(3)	(4)
			Rs.
1	I	One	3.90
2	II	One	3.90
3	III	One	3.90
4	IV	One	3.90

Explanation.—For the purpose of this notification, Zones I, II, III and IV shall respectively, means Zones I, II, III and IV formed for the purpose and shown in the Notification, Industries, Energy and Labour Department No. MWA. 6493/7620/Lab-7, dated the 20th August 1994.

Now, therefore, in exercise of the powers conferred by the Government Notification, Industries, Energy and Labour Department, No. MWA. 6493/7620/Lab-7, dated the 20th August 1994, the said competent authority is pleased to determine in the aforesaid manner and declare the Special Allowance (Cost of Living Allowance), payable in addition to the basic rate of wages to the employees employed in the said Scheduled employment in the areas mentioned in column (2) of Schedule III, appended hereto in relation to six months commencing on the 1st day of July, 1997 to 31st December 1997 at the rates mentioned in column (3) of the said Schedule III.

Schedule III

Sr. No.	Zones	Amount of Special Allowance (cost of living allowance payable)
(1)	(2)	(3)
		Rs.
1	I	432.90 P.M.
2	II	432.90 P.M.
3	III	432.90 P.M.
4	IV	432.90 P.M.

SHARAD JADHAV
Deputy Commissioner of Labour (R.W.)
and Competent Authority under the
Minimum Wages Act, 1948, Mumbai.

**BY THE DEPUTY COMMISSIONER OF LABOUR AND COMPETENT AUTHORITY
UNDER THE MINIMUM WAGES ACT, 1948**

Commerce Centre, Tardeo, Mumbai 400 034, dated the 16th August 1997

No. MWA. SPL/Ice and Cold Drinks.—In exercise of the powers conferred by Notification, Industries, Energy and Labour Department, No. MWA. 5284/5819/Lab-7, dated the 3rd August 1984 the Deputy Commissioner of Labour (Rural Wing), Mumbai as the Competent Authority under section 2(c) of the Minimum Wages Act, 1948, is after having ascertained, please to declare that the Cost of Living Index Number applicable to the employees employed in the employment in manufacture of Ice and Cold Drinks the State of Maharashtra for the months shown in column (1) of the Schedule hereto appended, shall be as shown in column (2) of the said Schedule for the purpose of section 2(d) of the said Act :—

Schedule I

Months (1)	Mumbai Index Number (New Series) (2)
January, 1997	381
February, 1997	386
March, 1997	383
April, 1997	396
May, 1997	391
June, 1997	403

SHARAD JADHAV,

Deputy Commissioner of Labour (R.W.)
and Competent Authority under the
Minimum Wages Act, 1948, Mumbai.

**BY THE DEPUTY COMMISSIONER OF LABOUR AND COMPETENT AUTHORITY
UNDER THE MINIMUM WAGES ACT, 1948**

Commerce Centre, Tardeo, Mumbai 400 034, dated the 16th August 1997

No. MWA. SPL/Ice and Cold Drinks.—Whereas, the Deputy Commissioner of Labour (Rural Wing), Mumbai having been appointed as the Competent Authority (hereinafter referred to the said competent authority) *vide* Government Notification, Industries, Energy and Labour Department, No. MWA. 5284/5819/Lab-7, dated the 3rd August 1984, has in pursuance of Clause (c) of section 2 of the Minimum Wages Act, 1948, (hereinafter referred to as the said Act), ascertained and declared the Cost of Living Index Number as shown in column (2) of the Schedule I, appended hereto for the months shown in column (1) of the said Schedule applicable to the employees employed in manufacture of Ice and Cold Drinks in the State of Maharashtra (hereinafter referred to as the said Scheduled employment) and published in the *Maharashtra Government Gazette*, from time to time :—

Schedule I

Months	Mumbai Index Number (New Series)
(1)	(2)
(Converted in 1960 base)	
January, 1997	381
February, 1997	386
March, 1997	383
April, 1997	396
May, 1997	391
June, 1997	403

And whereas, the Government of Maharashtra by Notification, Industries, Energy and Labour Department, No. MWA. 1092/(7423)/Lab-7, dated the 25th July 1994 has directed the said Competent Authority to calculate after expiry of every six months, commencing from 1st day of January and 1st day of July, the average of each of the said Cost of Living Index Number declared by it for the said six months and to ascertain in the rise of such average over Mumbai City Index Number of 226 and also to determine for every such rise of one point the Special Allowance (payable in addition to the basic rate of wages), for each of the six months (immediately following the months in respect of which such average has been calculated as aforesaid) payable to the employees in the said Scheduled employment in the Zone specified in Column (2) of the Schedule II appended hereto, at the rate of specified in the column (4) of the said Schedule :—

Schedule II

Sr. No.	Zones	Every Rise of Points	Rupees Per Month/Day
(1)	(2)	(3)	(4)
1	I	One	3.85 p.m.
2	II	One	3.85 p.m.

Explanation.—For the purpose of this notification, Zones I, II and III shall respectively, means Zones I, II and III formed for the purpose and shown in the Notification, Industries, Energy and Labour Department, No. MWA. 1092/(7423)/Lab-7, dated the 25th July 1994.

Now, therefore, in exercise of the powers conferred by the Government Notification, Industries, Energy and Labour Department, No. MWA. 1092/(7423)/Lab-7, dated the 25th July 1994, the said competent authority is pleased to determine in the aforesaid manner and declare the Special Allowance (Cost of Living Allowance), payable in addition to the basic rate of wages to the employees employed in the said Scheduled employment in the areas mentioned in column (2) of Schedule III, appended hereto in relation to six months commencing on the 1st day of July, 1997 to 31st December 1997 at the rates mentioned in column (3) of the said Schedule III.

Schedule III

Sr. No.	Zones	Amount of Special Allowance (cost of living allowance payable)
(1)	(2)	(3)
		Rs.
1	I	631.40 p.m.
2	II	631.40 p.m.

SHARAD JADHAV,

Deputy Commissioner of Labour (R.W.)
and Competent Authority under the
Minimum Wages Act, 1948, Mumbai.

**BY THE DEPUTY COMMISSIONER OF LABOUR AND COMPETENT AUTHORITY
UNDER THE MINIMUM WAGES ACT, 1948**

Commerce Centre, Tardeo, Mumbai 400 034, dated the 16th August 1997

No. MWA. SPL/Soaps and Cosmetics.—In exercise of the powers conferred by Notification Industries, Energy and Labour Department, No. MWA. 5284/5819/Lab-7, dated the 3rd August 1984 the Deputy Commissioner of Labour (Rural Wing), Mumbai as the Competent Authority under section 2(c) of the Minimum Wages Act, 1948, is after having ascertained, pleased to declare that the Cost of Living Index Number applicable to the employees employed in the employment in any industry manufacturing Soaps and Cosmetics in the State of Maharashtra for the months shown in column (1) of the Schedule hereto appended, shall be as shown in column (2) to (11) of the said Schedule for the purpose of section 2(d) of the said Act :—

Schedule I

Months	Mumbai Index Number	Pune Index Number	Jalgaon Index Number	Auran- gabad Index Number	Nanded Index Number	Nagpur Index Number	Solapur Index Number	Nashik Index Number	Kolhapur Index Number	Akola Index Number
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
Jan., 97	381	375	358	376	365	366	373	368	368	371
Feb., 97	386	376	359	375	366	374	375	367	367	368
Mar., 97	383	375	354	367	361	374	374	368	370	354
Apl., 97	396	376	350	361	361	374	364	368	375	343
May, 97	391	379	354	369	366	364	365	374	377	348
June, 97	403	385	359	368	368	362	371	371	376	354

SHARAD JADHAV,

Deputy Commissioner of Labour (R.W.)
and Competent Authority under the
Minimum Wages Act, 1948, Mumbai.

**BY THE DEPUTY COMMISSIONER OF LABOUR AND COMPETENT AUTHORITY
UNDER THE MINIMUM WAGES ACT, 1948**

Commerce Centre, Tardeo, Mumbai 400 034, dated the 16th August 1997

No. MWA. SPL/Soaps and Cosmetics.—Whereas, the Deputy Commissioner of Labour (Rural Wing), Mumbai having been appointed as the Competent Authority (hereinafter referred to the said Competent Authority) *vide* Government Notification, Industries, Energy and Labour Department, No. MWA. 5284/5819/Lab-7, dated the 3rd August 1984, has in pursuance in Clause (c) of section 2 of the Minimum Wages Act, 1948 (hereinafter referred to as said Act), ascertained and declared the Cost of Living Index Number as shown in column (2) to (11) of the Schedule I, appended hereto for the months shown in column (1) of the said Schedule applicable to the employees employed in any industry manufacturing Soaps and Cosmetics in the State of Maharashtra (hereinafter referred to as the said Scheduled employment) and published in the *Maharashtra Government Gazette*, from time to time :—

Schedule I

Months	Mumbai Index Number	Pune Index Number	Jalgaon Index Number	Auran- gabad Index Number	Nanded Index Number	Nagpur Index Number	Solapur Index Number	Nashik Index Number	Kolhapur Index Number	Akola Index Number
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
Jan., 97	381	375	358	376	365	366	373	368	368	371
Feb., 97	386	376	359	375	366	374	375	367	367	368
Mar., 97	383	375	354	367	361	374	374	368	370	354
Apl., 97	396	376	350	361	361	374	364	368	375	343
May, 97	391	379	354	369	366	364	365	374	377	348
June, 97	403	385	359	368	368	362	371	371	376	354

And whereas, the Government of Maharashtra by Notification Industries, Energy and Labour Department, No. MWA. 6392/(7301)/Lab-7, dated the 1st February 1994 has directed the said Competent Authority to calculate after expiry of every six months, commencing from 1st day of January and 1st day July, the average of each of the said Cost of Living Index Number declared by it for the said six months and to ascertain in the rise of such average over the average of the averages of the Cost of Living Index Number for Ten Centres of 260 and also to determine for every such rise of one points the Special Allowance (payable in addition to the basic rate of wages), for each of the six months (immediately following the months in respect of which such average has been calculated as aforesaid) payable to the employees in the said Scheduled employment in the zone specified in column (2) of the Schedule appended hereto at the rate of specified in the column (4) of the said Schedule :—

Schedule II

Sr. No.	Zones	Every Rise of Points	Rupees Per Month/Day
(1)	(2)	(3)	(4)
1	I	One	3.85 P.M.
2	II	One	3.85 P.M.
3	III	One	3.85 P.M.

Explanation.—For the purpose of this Notification, Zones I, II, III and IV shall respectively means Zones I, II, III and IV formed for the purpose and shown in the Notification, Industries, Energy and Labour Department, No. MWA. 6392/(7301)/Lab-7, dated the 1st February 1994.

Now, therefore, in exercise of the powers conferred by the Government Notification, Industries, Energy and Labour Department, No. MWA. 6392/(7301)/Lab-7, dated the 1st February 1994, the said Competent Authority is pleased to determine in the aforesaid manner and declare the Special Allowance (Cost of Living Allowance), payable in addition to the basic rate of wages to the employees employed in the said Scheduled employment in the areas mentioned in column (2) of Schedule III, appended hereto in relation to six months commencing on the 1st July 1997 to 31st December 1997 at the rates mentioned in column (3) of the said Schedule III.

Schedule III

Sr. No.	Zones	Amount of Special Allowance (cost of living allowance payable)
(1)	(2)	(3)
		Rs.
1	I	419.65 P.M.
2	II	419.65 P.M.
3	III	419.65 P.M.

SHARAD JADHAV,
Deputy Commissioner of Labour (R.W.)
and Competent Authority under the
Minimum Wages Act, 1948, Mumbai.

**BY THE DEPUTY COMMISSIONER OF LABOUR AND COMPETENT AUTHORITY
UNDER THE MINIMUM WAGES ACT, 1948**

Commerce Centre, Tardeo, Mumbai 400 034, dated 16th August 1997

No. MWA. SPL/(Poha) Murmura, Churmura and Kurmura.—In exercise of the powers conferred by Notification Industries, Energy and Labour Department, No. MWA. 5284/5819/Lab-7, dated the 3rd August 1984 the Deputy Commissioner of Labour (Rural Wing), Mumbai as the Competent Authority under section 2(c) of the Minimum Wages Act, 1948, is after having ascertained, pleased to declare that the Cost of Living Index Number applicable to the employees employment in the employed in Industries Manufacturing Flattened, Purched Rice (Poha) Murmura, Churmura and Kurmura from paddy of rice including Micromica (Bharda) and Narda from Maize in the State of Maharashtra for the months shown in column (1) of the Schedule hereto appended, shall be as shown in column (2) to (11) of the said Schedule for the purpose of section 2(d) of the said Act :—

Schedule I

Months	Mumbai Index Number	Pune Index Number	Jalgaon Index Number	Aurangabad Index Number	Nanded Index Number	Nagpur Index Number	Solapur Index Number
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
Jan., 97	381	375	358	376	365	366	373
Feb., 97	386	376	359	375	366	374	375
Mar., 97	383	375	354	367	361	374	374
Apl., 97	396	376	350	361	361	374	364
May, 97	391	379	354	369	366	364	365
June, 97	403	385	359	368	368	362	371

SHARAD JADHAV,
Deputy Commissioner of Labour (R.W.),
and Competent Authority under the
Minimum Wages Act, 1948, Mumbai.

**BY THE DEPUTY COMMISSIONER OF LABOUR AND COMPETENT AUTHORITY
UNDER THE MINIMUM WAGES ACT, 1948**

Commerce Centre, Tardeo, Mumbai 400 034, dated 16th August 1997

No. MWA. SPL/(Poha) Murmura, Churmura and Kurmura.—Whereas, the Deputy Commissioner of Labour (Rural Wing), Mumbai having been appointed as the Competent Authority (hereinafter referred to the said Competent Authority) *vide* Government Notification, Industries, Energy and Labour Department, No. MWA. 5284/5819/Lab-7, dated the 3rd August 1984, has in pursuance in clause (c) of section 2 of the Minimum Wages Act, 1948, (hereinafter referred to as said Act), ascertained and declared the Cost of Living Index Number as shown in column (2) to (11) of the Schedule I, appended hereto for the months shown in column (1) of the said Schedule applicable to the employees employed in Industries Manufacturing Flattened, Purched Rice (Poha) Murmura, Churmura and Kurmura from paddy of rice including Micromica (Bharda) and Narda from Maize in the State of Maharashtra (hereinafter referred to as the said Scheduled employment) and published in the *Maharashtra Government Gazette*, from time to time :—

Schedule I

Months	Mumbai Index Number	Pune Index Number	Jalgaon Index Number	Aurangabad Index Number	Nanded Index Number	Nagpur Index Number	Solapur Index Number
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
Jan., 97	381	375	358	376	365	366	373
Feb., 97	386	376	359	375	366	374	375
Mar., 97	383	375	354	367	361	374	374
Apl., 97	396	376	350	361	361	374	364
May, 97	391	379	354	369	366	364	365
June, 97	403	385	359	368	368	362	371

And whereas, the Government of Maharashtra by Notification Industries, Energy and Labour Department, No. MWA. 5692/(7324)/Lab-7, dated the 1st February 1994 has directed the said Competent Authority to calculate after expiry of every six months, commencing from 1st day of January and 1st day July, the average of each of the said Cost of Living Index Number declared by it for the said six months and to ascertain in the rise of such average over the average of the averages of the Cost of Living Index Number for Seven Centres of 260 and also to determine for every such rise of one points the Special Allowance (payable in addition to the basic rate of wages), for each of the six months (immediately following the months in respect of which such average has been calculated as aforesaid) payable to the employees in the said Scheduled employment in the zone specified in column (2) of the Schedule appended hereto at the rate of specified in the column (4) of the said Schedule :—

Schedule II

Sr. No.	Zones	Every Rise of Points	Rupees Per Month/Day
(1)	(2)	(3)	(4)
1	I	One	2.60 p.m.
2	II	One	2.60 p.m.

Explanation.—For the purpose of this notification, Zones I, II, III and IV shall respectively mean Zones I, II, III and IV formed for the purpose and shown in the Notification, Industries, Energy and Labour Department, No. MWA. 5692/(7324) Lab-7, dated the 1st February 1994.

Now, therefore, in exercise of the powers conferred by the Government Notification, Industries, Energy and Labour Department, No. MWA. 5692/(7324) Lab-7, dated the 1st February 1994, the said Competent Authority is pleased to determine in the aforesaid manner and declare the Special Allowance (Cost of Living Allowance), payable in addition to the basic rate of wages to the employees employed in the said Scheduled employment in the areas mentioned in column (2) of Schedule III, appended hereto in relation to six months commencing on the 1st July 1997 to 31st December 1997 at the rates mentioned in column (3) of the said Schedule III.

Schedule III

Sr. No.	Zones	Amount of Special Allowance (cost of living allowance payable)
(1)	(2)	(3)
		Rs.
1	I	288.60 p.m.
2	II	288.60 p.m.

SHARAD JADHAV,
Deputy Commissioner of Labour (R.W.),
and Competent Authority under the
Minimum Wages Act, 1948, Mumbai.

**BY THE DEPUTY COMMISSIONER OF LABOUR AND COMPETENT AUTHORITY
UNDER THE MINIMUM WAGES ACT, 1948**

Commerce Centre, Tardeo, Mumbai 400 034, dated 16th August 1997

No. MWA. SPL/Eatable Tobacco.—In exercise of the powers conferred by Notification Industries, Energy and Labour Department, No. MWA. 5284/5819/Lab-7, dated the 3rd August 1984 the Deputy Commissioner of Labour (Rural Wing), Mumbai as the Competent Authority under section 2(c) of the Minimum Wages Act, 1948, is after having ascertained, please to declare that the Cost of Living Index Number applicable to the employees employed in the employed in Manufacture of Eatable Tabacco (not being on employment failling under entry 3 in port I of the Schedule to the said Act) (hereinafter referred to us “ the said Scheduled employment ”) in the State of Maharashtra for the months shown in column (1) of the Schedule hereto appended, shall be as shown in column (2) to (11) of the said Schedule for the purpose of section 2(d) of the said Act :—

Schedule I

Months	Mumbai Index Number	Pune Index Number	Jalgaon Index Number	Auran- gabad Index Number	Nanded Index Number	Nagpur Index Number	Solapur Index Number	Nashik Index Number	Kolhapur Index Number	Akola Index Number
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
Jan., 97	381	375	358	376	365	366	373	368	368	371
Feb., 97	386	376	359	375	366	374	375	367	367	368
Mar., 97	383	375	354	367	361	374	374	368	370	354
Apl., 97	396	376	350	361	361	374	364	368	375	343
May, 97	391	379	354	369	366	364	365	374	377	348
June, 97	403	385	359	368	368	362	371	371	376	354

SHARAD JADHAV,
Deputy Commissioner of Labour (R.W.)
and Competent Authority under the
Minimum Wages Act, 1948, Mumbai.

**BY THE DEPUTY COMMISSIONER OF LABOUR AND COMPETENT AUTHORITY
UNDER THE MINIMUM WAGES ACT, 1948**

Commerce Centre, Tardeo, Mumbai 400 034, dated 16th August 1997

No. MWA. SPL/Eatable Tobacco.—Whereas, the Deputy Commissioner of Labour (Rural Wing), Mumbai having been appointed as the Competent Authority (hereinafter referred to the said Competent Authority) *vide* Government Notification, Industries, Energy and Labour Department, No. MWA. 5284/5819/Lab-7, dated the 3rd August 1984, has in pursuance in clause (c) of section 2 of the Minimum Wages Act, 1948, (hereinafter referred to as said Act), ascertained and declared the Cost of Living Index Number as show in column (2) to (11) of the Schedule I, appended hereto for the months shown in column (1) of the said Schedule applicable to the employees employed in Manufacture of Eatable Tobacco (not being on employment failling under entry 3 in part I of the Schedule to the said Act) (hereinafter referred to as “ the said Scheduled Employment ”) in the State of Maharashtra (hereinafter referred to as the said Scheduled Employment) and published in the *Maharashtra Government Gazette*, from time to time :—

Schedule I

Months	Mumbai Index Number	Pune Index Number	Jalgaon Index Number	Auran- gabad Index Number	Nanded Index Number	Nagpur Index Number	Solapur Index Number	Nashik Index Number	Kolhapur Index Number	Akola Index Number
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
Jan., 97	381	375	358	376	365	366	373	368	368	371
Feb., 97	386	376	359	375	366	374	375	367	367	368
Mar., 97	383	375	354	367	361	374	374	368	370	354
Apl., 97	396	376	350	361	361	374	364	368	375	343
May, 97	391	379	354	369	366	364	365	374	377	348
June, 97	403	385	359	368	368	362	371	371	376	354

And whereas, the Government of Maharashtra by Notification Industries, Energy and Labour Department, No. MWA. 1592/7326/Lab-7, dated the 7th April 1993 has directed the said Competent Authority to calculate after expiry of every six months, commencing from 1st day of January and 1st day of July, the average of each of the said Cost of Living Index Number declared by it for the said six months and to ascertain in the rise of such average over the average of the averages of the Cost of Living Index Number for Ten Centres of 248 and also to determine for every such rise of one points the Special Allowance (payable in addition to the basic rate of wages), for each of the six months (immediately following the months in respect of which such average has been calculated as aforesaid) payable to the employees in the said Scheduled employment in the zone specified in column (2) of the Schedule appended hereto at the rate of specified in the column (4) of the said Schedule :—

Schedule II

Sr. No.	Zones	Every Rise of Points	Rupees Per Month/Day
(1)	(2)	(3)	(4)
			Rs.
1.	Whole of Maharashtra	One	0.03 paise p. day

Explanation.—For the purpose of this notification, Zones I, II, III and IV shall respectively means Zones I, II, III and IV formed for the purpose and shown in the Notification, Industries, Energy and Labour Department, No. MWA. 1592/7326/Lab-7, dated the 7th April 1993.

Now, therefore, in exercise of the powers conferred by the Government Notification, Industries, Energy and Labour Department, No. MWA. 1592/7326/Lab-7, dated the 7th April 1993, the said Competent Authority is pleased to determine in the aforesaid manner and declare the Special Allowance (Cost of Living Allowance), payable in addition to the basic rate of wages to the employees employed in the said Scheduled employment in the areas mentioned in column (2) of Schedule III, appended hereto in relation to six months commencing on the 1st July 1997 to 31st December 1997 at the rates mentioned in column (3) of the said Schedule III.

Schedule III

Sr. No.	Zones	Amount of Special Allowance (cost of living allowance payable)
(1)	(2)	(3)
		Rs.
1	Whole of Maharashtra	3.63 paise p. day

SHARAD JADHAV,
Deputy Commissioner of Labour (R. W.),
and Competent Authority under the
Minimum Wages Act, 1948, Mumbai.

**BY THE DEPUTY COMMISSIONER OF LABOUR AND COMPETENT AUTHORITY
UNDER THE MINIMUM WAGES ACT, 1948**

Commerce Centre, Tardeo, Mumbai 400 034, dated 16th August 1997

No. MWA. SPL/Engineering Industry.—In exercise of the powers conferred by Notification, Industries, Energy and Labour Department, No. MWA. 5284/5819/Lab-7, dated the 3rd August 1984 the Deputy Commissioner of Labour (Rural Wing), Mumbai as the Competent Authority under section 2(c) of the Minimum Wages Act, 1948, is after having ascertained, please to declare that the Cost of Living Index Number applicable to the employees employed in the employment Engineering Industry (not being an employment falling under Entry 26 of the Schedule) the State of Maharashtra for the months shown in column (1) of the Schedule hereto appended, shall be as shown in column (2) of the said Schedule for the purpose of section 2(d) of the said Act :—

Schedule I

Months		Mumbai Index Number (New/Old Series)
(1)	(Converted in 1960 base) old	(2)
January, 1997		1951
February, 1997		1976
March, 1997		1961
April, 1997		2028
May, 1997		2002
June, 1997		2063

SHARAD JADHAV,
Deputy Commissioner of Labour (R.W.)
and Competent Authority under the
Minimum Wages Act, 1948, Mumbai.

**BY THE DEPUTY COMMISSIONER OF LABOUR AND COMPETENT AUTHORITY
UNDER THE MINIMUM WAGES ACT, 1948**

Commerce Centre, Tardeo, Mumbai 400 034, dated 16th August 1997

No. MWA. SPL/Engineering Industry.—Whereas, the Deputy Commissioner of Labour (Rural Wing), Mumbai having been appointed as the Competent Authority (hereinafter referred to the said Competent Authority) *vide* Government Notification, Industries, Energy and Labour Department, No. MWA. 5284/5819/Lab-7, dated the 3rd August 1984, has in pursuance in clause (c) of section 2 of the Minimum Wages Act, 1948, (hereinafter referred to as said Act), ascertained and declared the Cost of Living Index Number as shown in column (2) of the Schedule I, appended hereto for the months shown in column (1) of the said Schedule applicable to the employees employed in Engineering Industry (not being an employment falling under Entry 26 of the Schedule) in the State of Maharashtra (hereinafter referred to as the said Scheduled employment) and published in the *Maharashtra Government Gazette*, from time to time :—

Schedule I

Months	Mumbai Index Number (New/Old Series)
(1)	(2)
(Converted in 1960 Base)	
January, 1997	1951
February, 1997	1976
March, 1997	1961
April, 1997	2028
May, 1997	2002
June, 1997	2063

And whereas, the Government of Maharashtra by Notification, Industries, Energy and Labour Department, No. MWA. 5284/5938/Lab-7, dated the 2nd January 1990 has directed the said Competent Authority to calculate after expiry of every six months, commencing from 1st day of January and 1st day of July, the average of each of the said Cost of Living Index Number declared by it for the said six months and to ascertain in the rise of such average over Mumbai City Index Number of 881 and also to determine for every such rise of one point the Special Allowance (payable in addition to the basic rate of wages), for each of the six months (immediately following the months in respect of which such average has been calculated as aforesaid) payable to the employees in the said Scheduled employment in the Zone specified in column (2) of the Schedule II appended hereto at the rate of specified in the column (4) of the said Schedule :—

Schedule II

Sr. No.	Zones	Every Rise of Points	Rupees Per Month
(1)	(2)	(3)	(4)
			Rs.
1	I	One	1.00 p.m.
2	II	One	1.00 p.m.
3	III	One	1.00 p.m.
4	IV	One	1.00 p.m.

Explanation.—For the purpose of this notification, Zone I, II and III shall respectively, mean Zones I, II and III formed for the purpose and shown in the Notification, Industries, Energy and Labour Department, No. MWA. 5284/5938/Lab-7, dated the 2nd January 1990.

Now, therefore, in exercise of the powers conferred by the Government Notification, Industries, Energy and Labour Department, No. MWA. 5284/5938/Lab-7, dated the 2nd January 1990, the said Competent Authority is pleased to determine in the aforesaid manner and declare the Special Allowance (Cost of Living Allowance), payable in addition to the basic rate of wages to the employees employed in the said Scheduled employment in the areas mentioned in column (2) of Schedule III, appended hereto in relation to six months commencing on the 1st day of July 1997 to 31st December 1997 at the rates mentioned in column (3) of the said Schedule III.

Schedule III

Sr. No.	Zones	Amount of Special Allowance (cost of living allowance payable)
(1)	(2)	(3)
		Rs.
1	I	1116.00 p.m.
2	II	1116.00 p.m.
3	III	1116.00 p.m.
4	IV	1116.00 p.m.

SHARAD JADHAV,
Deputy Commissioner of Labour (R.W.)
and Competent Authority under the
Minimum Wages Act, 1948, Mumbai.

**BY THE DEPUTY COMMISSIONER OF LABOUR AND COMPETENT AUTHORITY
UNDER THE MINIMUM WAGES ACT, 1948**

Commerce Centre, Tardeo, Mumbai 400 034, dated the 16th August 1997

No. MWA. SPL/Cotton Ginning or Cotton Pressing.—In exercise of the powers conferred by Notification Industries, Energy and Labour Department, No. MWA. 5284/5819/Lab-7, dated the 3rd August 1984 the Deputy Commissioner of Labour (Rural Wing), Mumbai as the Competent Authority under section 2(c) of the Minimum Wages Act, 1948, is after having ascertained, pleased to declare that the Cost of Living Index Number applicable to the employees employed in the employment in any Cotton Ginning or Cotton Pressing Manufactory the State of Maharashtra for the months shown in column (1) of the Schedule hereto appended, shall be as shown in column (2) of the said Schedule for the purpose of section 2(d) of the said Act :—

Schedule I

Months		Mumbai Index Number (New Series)
(1)	(Converted in 1982 base)	(2)
January, 1997		381
February, 1997		386
March, 1997		383
April, 1997		396
May, 1997		391
June, 1997		403

SHARAD JADHAV,
Deputy Commissioner of Labour (R.W.)
and Competent Authority under the
Minimum Wages Act, 1948, Mumbai.

**BY THE DEPUTY COMMISSIONER OF LABOUR AND COMPETENT AUTHORITY
UNDER THE MINIMUM WAGES ACT, 1948**

Commerce Centre, Tardeo, Mumbai 400 034, dated the 16th August 1997

No. MWA. SPL/Cotton Ginning or Cotton Pressing.—Whereas, the Deputy Commissioner of Labour (Rural Wing), Mumbai having been appointed as the Competent Authority (hereinafter referred to the said Competent Authority) *vide* Government Notification, Industries, Energy and Labour Department, No. MWA. 5284/5819/Lab-7, dated the 3rd August 1984, has in pursuance in clause (c) of section 2 of the Minimum Wages Act, 1948 (hereinafter referred to as said Act), ascertained and declared the Cost of Living Index Number as shown in column (2) of the Schedule I, appended hereto for the months shown in column (1) of the said Schedule applicable to the employees employed in any Cotton Ginning or Cotton Pressing Manufactory in the State of Maharashtra (hereinafter referred to as the said Scheduled employment) and published in the *Maharashtra Government Gazette*, from time to time :—

Schedule I

Months	Mumbai Index Number (New Series)
(1)	(2)
(Converted in 1982 base)	
January, 1997	381
February, 1997	386
March, 1997	383
April, 1997	396
May, 1997	391
June, 1997	403

And whereas, the Government of Maharashtra by Notification Industries, Energy and Labour Department, No. MWA. 4291/7152/Lab-7, dated the 13th August 1992 has directed the said Competent Authority to calculate after expiry of every six months, commencing from 1st day of January and 1st day of July, the average of each the said Cost of Living Index Number declared by it for the said six months and to ascertain in the rise of such average over Mumbai City Index Number of 216 and also to determine for every such rise of one point the Special Allowance (payable in addition to the basic rate of wages), for each of the six months (immediately following the months in respect of which such average has been calculated as aforesaid) payable to the employees in the said Scheduled employment in the Zone specified in column (2) of the Schedule II appended hereto, at the rate of specified in the column (4) of the said Schedule :—

Schedule II

Sr. No.	Zones	Every Rise of Points	Rupees Per Month
(1)	(2)	(3)	(4)
1	I	One	4.45 p.m.
2	II	One	4.45 p.m.
3	III	One	4.45 p.m.

Explanation.—For the purpose of this notification, Zones I, II and III shall respectively mean Zones I, II and III formed for the purpose and shown in the Notification, Industries, Energy and Labour Department, No. MWA. 4291/7152/Lab-7, dated the 13th August 1992.

Now, therefore, in exercise of the powers conferred by the Government Notification, Industries, Energy and Labour Department, No. MWA. 4291/7152/Lab-7, dated the 13th August 1992, the said Competent Authority is pleased to determine in the aforesaid manner and declare the Special Allowance (Cost of Living Allowance), payable in addition to the basic rate of wages to the employees employed in the said Scheduled employment in the areas mentioned in column (2) of Schedule III, appended hereto in relation to six months commencing on the 1st day of July, 1997 to 31st December 1997 at the rates mentioned in column (3) of the said Schedule III.

Schedule III

Sr. No.	Zones	Amount of Special Allowance (cost of living allowance payable)
(1)	(2)	(3)
		Rs.
1	I	774.30 p.m.
2	II	774.30 p.m.
3	III	774.30 p.m.

SHARAD JADHAV,

Deputy Commissioner of Labour (R.W.)
and Competent Authority under the
Minimum Wages Act, 1948, Mumbai.

**BY THE DEPUTY COMMISSIONER OF LABOUR AND COMPETENT AUTHORITY
UNDER THE MINIMUM WAGES ACT, 1948**

Commerce Centre, Tardeo, Mumbai 400 034, dated the 16th August 1997

No. MWA. SPL/Laundry Industry.—In exercise of the powers conferred by Notification Industries, Energy and Labour Department, No. MWA. 5284/5819/Lab-7, dated the 3rd August 1984 the Deputy Commissioner of Labour (Rural Wing), Mumbai as the Competent Authority under section 2(c) of the Minimum Wages Act, 1948, is after having ascertained, pleased to declare that the Cost of Living Index number applicable to the employees employed in the employment in Laundry Industry the State of Maharashtra for the months shown in column (1) of the Schedule hereto appended, shall be as shown in column (2) of the said Schedule for the purpose of section 2(d) of the said Act :—

Schedule I

Months		Mumbai Index Number (New Series)
(1)	(Converted in 1960 base)	(2)
January, 1997		381
February, 1997		386
March, 1997		383
April, 1997		396
May, 1997		391
June, 1997		403

SHARAD JADHAV,
Deputy Commissioner of Labour (R.W.)
and Competent Authority under the
Minimum Wages Act, 1948, Mumbai.

**BY THE DEPUTY COMMISSIONER OF LABOUR AND COMPETENT AUTHORITY
UNDER THE MINIMUM WAGES ACT, 1948**

Commerce Centre, Tardeo, Mumbai 400 034, dated 16th August 1997

No. MWA. SPL/Laundry Industry.—Whereas, the Deputy Commissioner of Labour (Rural Wing), Mumbai having been appointed as the Competent Authority (hereinafter referred to the said Competent Authority) *vide* Government Notification, Industries, Energy and Labour Department, No. MWA. 5284/5819/Lab-7, dated the 3rd August 1984, has in pursuance of clause (c) of section 2 of the Minimum Wages Act, 1948, (hereinafter referred to as the said Act), ascertained and declared the Cost of living index number as shown in column (2) of the Schedule 'I', appended hereto for the months shown in column (1) of the said Schedule applicable to the employees employed in Laundry Industry in the State of Maharashtra (hereinafter referred to as the said Scheduled employment) and published in the *Maharashtra Government Gazette*, from time to time :—

Schedule I

Months	Mumbai Index Number (New Series)
(1)	(2)
(Converted in 1982 base)	
January, 1997	381
February, 1997	386
March, 1997	383
April, 1997	396
May, 1997	391
June, 1997	403

And whereas, the Government of Maharashtra by Notification Industries, Energy and Labour Department, No. MWA. 5292/7429/Lab-7, dated the 24th June 1993 has directed the said Competent Authority to calculate after expiry of every six months, commencing from 1st day of January and 1st day of July, the average of each of the said Cost of Living Index Number declared by it for the said six months and to ascertain in the rise of such average over Mumbai City Index Number of 262 and also to determine for every such rise of one point the special allowance (payable in addition to the basic rate of wages), for each of the six months (immediately following the months in respect of which such average has been calculated as aforesaid) payable to the employees in the said scheduled employment in the Zone specified in column (2) of the Schedule appended hereto at the rate of specified in the column (4) of the said Schedule :—

Schedule II

Sr. No.	Zones	Every Rise of Points	Rupees Per Month
(1)	(2)	(3)	(4)
1	I	One	3.85 Paise p.m.
2	II	One	3.85 Paise p.m.
3	III	One	3.85 Paise p.m.

Explanation.—For the purpose of this notification, Zones I, II and III shall respectively means Zones I, II and III formed for the purpose and shown in the Notification, Industries, Energy and Labour Department, No. MWA. 5292/7429/Lab-7, dated the 24th June 1993.

Now, therefore, in exercise of the powers conferred by the Government Notification, Industries, Energy and Labour Department, No. MWA. 5292/7429/Lab-7, dated the 24th June 1993, the said Competent Authority is pleased to determine in the aforesaid manner and declare the special allowance (cost of living allowance), payable in addition to the basic rate of wages to the employees employed in the said Scheduled employment in the areas mentioned in column (2) of Schedule III, appended hereto in relation to six months commencing on the 1st day of July, 1997 to 31st December 1997 at the rates mentioned in column (3) of the said Schedule III.

Schedule III

Sr. No.	Zones	Amount of Special Allowance (cost of living allowance payable)
(1)	(2)	(3)
		Rs.
1	I	492.80 p.m.
2	II	492.80 p.m.
3	III	492.80 p.m.

SHARAD JADHAV,

Deputy Commissioner of Labour (R.W.)
and Competent Authority under the
Minimum Wages Act, 1948, Mumbai.

**BY THE DEPUTY COMMISSIONER OF LABOUR AND COMPETENT AUTHORITY
UNDER THE MINIMUM WAGES ACT, 1948**

Commerce Centre, Tardeo, Mumbai 400 034, dated 16th August 1997

No. MWA. SPL/Construction of Roads or Building Operation.—In exercise of the powers conferred by Notification Industries, Energy and Labour Department, No. MWA. 5284/5819/Lab-7, dated the 3rd August 1984 the Deputy Commissioner of Labour (Rural Wing), Mumbai as the Competent Authority under section 2(c) of the Minimum Wages Act, 1948, is after having ascertained, pleased to declare that the Cost of Living Index Number applicable to the employees employed in the employment an Construction or Maintainance of Roads or in Building Operation in the State of Maharashtra for the months shown in column (1) of the Schedule hereto appended, shall be as shown in column (2) of the said Schedule for the purpose of section 2(d) of the said Act :—

Schedule I

Months	Mumbai Index Number (New Series)
(1) (Converted in 1960 base)	(2)
January/July 1997	1951
February/August 1997	1976
March/September 1997	1961
April/October 1997	2028
May/November 1997	2002
June/December 1997	2063

SHARAD JADHAV,
Deputy Commissioner of Labour (R.W.)
and Competent Authority under the
Minimum Wages Act, 1948, Mumbai.

**BY THE DEPUTY COMMISSIONER OF LABOUR AND COMPETENT AUTHORITY
UNDER THE MINIMUM WAGES ACT, 1948**

Commerce Centre, Tardeo, Mumbai 400 034, dated 16th August 1997

No. MWA. SPL/Construction of Roads or Building Operation.—Whereas, the Deputy Commissioner of Labour (Rural Wing), Mumbai having been appointed as the Competent Authority (hereinafter referred to the said Competent Authority) *vide* Government Notification, Industries, Energy and Labour Department, No. MWA. 5284/5819/Lab-7, dated the 3rd August 1984, has in pursuance in clause (c) of section 2 of the Minimum Wages Act, 1948, (hereinafter referred to as said Act), ascertained and declared the Cost of Living Index Number as show in column (2) of the Schedule I, appended hereto for the months shown in column (1) of the said Schedule applicable to the employees employed in on Construction or Maintainance of Roads at in Building Operation in the State of Maharashtra (hereinafter referred to as the Scheduled employment) and published in the *Maharashtra Government Gazette*, from time to time :—

Schedule I

Months	Mumbai Index Number (New Series)
(1) (Converted in 1960 base)	(2)
January/July 1997	1951
February/August 1997	1976
March/September 1997	1961
April/October 1997	2028
May/November 1997	2002
June/December 1997	2063

And whereas, the Government of Maharashtra by Notification Industries, Energy and Labour Department, No. MWA. 1884/5845/Lab-7, dated the 5th October 1984 has directed the said Competent Authority to calculate after expiry of every six months, commencing from 1st day of January and 1st day of July, the average of each of the said Cost of Living Index Number declared by it for the said six months and to ascertain in the rise of such average over Mumbai City Index Number of 518 and also to determine for every such rise of one points the Special Allowance (payable in addition to the basic rate of wages), for each of the six months (immediately following the months in respect of which such average has been calculated as aforesaid) payable to the employees in the said Scheduled employment in the Zone specified in column (2) of the Schedule appended hereto at the rate of specified in the column (4) of the said Schedule :—

Schedule II

Sr. No.	Zones	Every Rise of Points	Rupees Per Month
(1)	(2)	(3)	(4)
1	I	One	0.05 Paise P. day
2	II	One	0.05 Paise P. day
3	III	One	0.05 Paise P. day

Explanation.—For the purpose of this notification, Zones I, II and III shall respectively mean Zones I, II and III formed for the purpose and shown in the Notification, Industries, Energy and Labour Department, No. MWA. 1884/5845/Lab-7, dated the 5th October 1984.

Now, therefore, in exercise of the powers conferred by the Government Notification, Industries, Energy and Labour Department, No. MWA. 1884/5845/Lab-7, dated the 5th October 1984, the said Competent Authority is pleased to determine in the aforesaid manner and declare the Special Allowance (Cost of Living Allowance), payable in addition to the basic rate of wages to the employees employed in the said Scheduled employment in the areas mentioned in column (2) of Schedule III, appended hereto in relation to six months commencing on the 1st day of July, 1997 to 31st December 1997 at the rates mentioned in column (3) of the said Schedule III.

Schedule III

Sr. No.	Zones	Amount of Special Allowance (cost of living allowance payable)
(1)	(2)	(3)
		Rs.
1	I	73.95 P. day
2	II	73.95 P. day
3	III	73.95 P. day

SHARAD JADHAV,

Deputy Commissioner of Labour (R.W.)
and Competent Authority under the
Minimum Wages Act, 1948, Mumbai.

**BY THE DEPUTY COMMISSIONER OF LABOUR AND COMPETENT AUTHORITY
UNDER THE MINIMUM WAGES ACT, 1948**

Commerce Centre, Tardeo, Mumbai 400 034, dated the 16th August 1997

No. MWA. SPL/Advocate or Attorneys.—In exercise of the powers conferred by Notification Industries, Energy and Labour Department, No. MWA. 5284/5819/Lab-7, dated the 3rd August 1984 the Deputy Commissioner of Labour (Rural Wing), Mumbai as the Competent Authority under section 2(c) of the Minimum Wages Act, 1948, is after having ascertained, please to declare that the Cost of Living Index Number applicable to the employees employed in the employment in the establishment maintained in connection with legal profession by Advocates or Attorneys of the High Court of Judicature at Mumbai or by any association, society or other body formed by such Advocate or Attorneys in the State of Maharashtra for the months shown in column (1) of the Schedule hereto appended, shall be as shown in column (2) of the said Schedule for the purpose of section 2(d) of the said Act :—

Schedule I

Months		Mumbai Index Number (New Series)
(1)	(Converted in 1960 base)	(2)
January, 1997		381
February, 1997		386
March, 1997		383
April, 1997		396
May, 1997		391
June, 1997		403

SHARAD JADHAV,
Deputy Commissioner of Labour (R.W.)
and Competent Authority under the
Minimum Wages Act, 1948, Mumbai.

**BY THE DEPUTY COMMISSIONER OF LABOUR AND COMPETENT AUTHORITY
UNDER THE MINIMUM WAGES ACT, 1948**

Commerce Centre, Tardeo, Mumbai 400 034, dated the 16th August 1997

No. MWA. SPL/Advocate or Attorneys.—Whereas, the Deputy Commissioner of Labour (Rural Wing), Mumbai having been appointed as the Competent Authority (hereinafter referred to the said Competent Authority) *vide* Government Notification, Industries, Energy and Labour Department, No. MWA. 5284/5819/Lab-7, dated the 3rd August 1984, has in pursuance in clause (c) of section 2 of the Minimum Wages Act, 1948, (hereinafter referred to as said Act), ascertained and declared the Cost of Living Index Number as show in column (2) to (11) of the Schedule I, appended hereto for the months shown in column (1) of the said Schedule applicable to the employees employed in the establishments maintained in connection with legal profession by Advocates or Attorneys of the High Court of Judicature at Mumbai or by any association, society or other body formed by such Advocate or Attorneys in the State of Maharashtra (hereinafter referred to as the Scheduled employment) and published in the *Maharashtra Government Gazette*, from time to time :—

Schedule I

Months	Mumbai Index Number (New Series)
(1)	(2)
(Converted in 1960 base)	
January, 1997	381
February, 1997	386
March, 1997	383
April, 1997	396
May, 1997	391
June, 1997	403

And whereas, the Government of Maharashtra by Notification Industries, Energy and Labour Department, No. MWA. 5291/7236/Lab-7, dated the 21st October 1994 has directed the said Competent Authority to calculate after expiry of every six months, commencing from 1st day of January and 1st day of July, the average of each of the said Cost of Living Index Number declared by it for the said six months and to ascertain in the rise of such average over Mumbai City Index Number of 267 and also to determine or every such rise of one points the Special Allowance (payable in addition to the basic rate of wages), for each of the six months (immediately following the months in respect of which such average has been calculated as aforesaid) payable to the employees in the said Scheduled employment in the Zone specified in column (2) of the Schedule appended hereto at the rate of specified in the column (4) of the said Schedule :—

Schedule II

Sr. No.	Zones	Every Rise of Points	Rupees Per Month
(1)	(2)	(3)	(4)
			Rs.
1	I	One	3.00 p.m.
2	II	One	3.00 p.m.
3	III	One	3.00 p.m.
4	IV	One	3.00 p.m.

Explanation.—For the purpose of this notification, Zones I, II, III and IV shall respectively means Zones I, II, III and IV formed for the purpose and shown in the Notification, Industries, Energy and Labour Department, No. MWA. 5291/7236/Lab-7, dated the 21st October 1994.

Now, therefore, in exercise of the powers conferred by the Government Notification, Industries, Energy and Labour Department, No. MWA. 5291/7236/Lab-7, dated the 21st October 1994, the said Competent Authority is pleased to determine in the aforesaid manner and declare the Special Allowance (Cost of Living Allowance), payable in addition to the basic rate of wages to the employees employed in the said Scheduled employment in the areas mentioned in column (2) of Schedule III, appended hereto in relation to six months commencing on the 1st day of July, 1997 to 31st December 1997 at the rates mentioned in column (3) of the said Schedule III.

Schedule III

Sr. No.	Zones	Amount of Special Allowance (cost of living allowance payable)
(1)	(2)	(3)
		Rs.
1	I	369.00 p.m.
2	II	369.00 p.m.
3	III	369.00 p.m.
4	IV	369.00 p.m.

SHARAD JADHAV
Deputy Commissioner of Labour (R.W.)
and Competent Authority under the
Minimum Wages Act, 1948, Mumbai.

पुढील अधिसूचना इत्यादी असाधारण राजपत्र म्हणून त्यांच्यासमोर दर्शविलेल्या दिनांकांना प्रसिद्ध झालेल्या आहेत :—

१५८

सोमवार, डिसेंबर ९, २०१३/अग्रहायण १८, शके १९३५

उद्योग, ऊर्जा व कामगार विभाग

मंत्रालय, मुंबई ४०० ०३२, दिनांक ९ डिसेंबर २०१३

अधिसूचना

महाराष्ट्र खाजगी सुरक्षा रक्षक (नोकरीचे नियमन व कल्याण) अधिनियम, १९८१.

क्रमांक एसजीए. २०१३/प्र.क्र. ४६५/कामगार-५.—ज्याअर्थी, ज्यांची नावे यासोबत जोडलेल्या अनुसूची १ च्या स्तंभ (२) मध्ये नमूद केलेली आहेत अशा विविक्षित सुरक्षा रक्षकांना (यात यापुढे ज्यांचा उल्लेख “ उक्त सुरक्षा रक्षक ” असा करण्यात आला आहे), उक्त अनुसूची १ च्या स्तंभ (४) मध्ये नमूद केलेल्या मुख्य मालकांकडे कामावर ठेवलेले आहे, अशा मे. नाझ एजन्सी (रायगड जिल्ह्याकरिता), पहिला मजला, डबीर पार्क, एस. बी. आय. एटीएमच्या वर, मु. पो. ता. रोहा, पिन ४०२ १०९, जि. रायगड, महाराष्ट्र व मालक श्री. अब्बास अहमद आनवारे, यांनी महाराष्ट्र खाजगी सुरक्षा रक्षक (नोकरीचे नियमन व कल्याण) अधिनियम, १९८१ (१९८१ चा महा. ५८) याच्या कलम २३ अन्वये, उक्त अधिनियमाच्या सर्व तरतुदी आणि महाराष्ट्र खाजगी सुरक्षा रक्षक (नोकरीचे नियमन व कल्याण) योजना, २००२ (यात यापुढे ज्याचा उल्लेख “ उक्त योजना ” असा करण्यात आला आहे) याच्या अंमलबजावणीतून सूट मिळण्यासाठी अर्ज केला आहे ;

आणि ज्याअर्थी, सल्लागार समितीशी विचारविनिमय केल्यानंतर व उक्त सुरक्षा रक्षकांना मिळत असलेल्या लाभांची पडताळणी केल्यानंतर, त्यांना मिळत असणारे लाभ हे उक्त अधिनियमाद्वारे व त्या अधिनियमान्वये आणि उक्त योजनेद्वारे व तदन्वये तरतूद केलेल्या लाभांपेक्षा एकंदरीत पाहता कमी फायदेशीर नाहीत, असे महाराष्ट्र शासनाचे मत झालेले आहे.

त्याअर्थी, आता, महाराष्ट्र खाजगी सुरक्षा रक्षक (नोकरीचे नियमन व कल्याण) अधिनियम, १९८१ याच्या कलम २३ अन्वये प्रदान केलेल्या अधिकारांचा वापर करून, महाराष्ट्र शासन याद्वारे उक्त अधिनियमाच्या व उक्त योजनेच्या सर्व तरतुदींच्या अंमलबजावणीतून उक्त खाजगी सुरक्षा रक्षकांना, यासोबत जोडलेल्या अनुसूची २ मध्ये विनिर्दिष्ट केलेल्या शर्तीच्या अधीन राहून, **महाराष्ट्र शासन राजपत्रात** ही अधिसूचना प्रसिद्ध केल्याच्या दिनांकापासून तीन वर्षांच्या कालावधीसाठी सूट देत आहे.

अनुसूची १

अ. क्र. (१)	सुरक्षा रक्षकाचे नाव (२)	वर्ग (३)	मुख्य मालकाचे नाव व पत्ता (४)
१	संजय ओमप्रकाश सिंग	सुरक्षा पर्यवेक्षक	युनिकेम लॅबोरेटरीज लि., प्लॉट नं. ९९, एम.आय.डी.सी., धाटाव, ता. रोहा, जि. रायगड.
२	विजयकुमार तेजनारायण निराला	सुरक्षा रक्षक	—,,—
३	ज्ञानेश्वर जनार्दन साळवी	सुरक्षा रक्षक	—,,—
४	योगिंद्र रामबदन तिवारी	सुरक्षा रक्षक	—,,—
५	ददूल अकन बोरा	सुरक्षा रक्षक	—,,—
६	सुदाम सरदार पवार	सुरक्षा रक्षक	—,,—
७	अखिलेश केशव राय	सुरक्षा रक्षक	—,,—
८	प्रदिपकुमार जगदंबाप्रसाद पांडे	सुरक्षा रक्षक	—,,—
९	अनिल शिवनाथ यादव	सुरक्षा रक्षक	—,,—
१०	अनंत नारायण भगत	सुरक्षा रक्षक	—,,—
११	नोमल इंदेसर फुकन	सुरक्षा रक्षक	—,,—
१२	प्रमोद काशिनाथ म्हात्रे	सुरक्षा रक्षक	—,,—
१३	जयराम जानु मोकल	सुरक्षा रक्षक	—,,—
१४	गोपाळ सिताराम काळे	सुरक्षा पर्यवेक्षक	मे. कोरस इंडिया लि., प्लॉट नं. ५८/२, ५९/ए, एम.आय.डी.सी., धाटाव, ता. रोहा, जि. रायगड.
१५	इमायतुल्ला अ. गफुर तांडेल	सुरक्षा रक्षक	—,,—
१६	रुपेश कुमार पाटील	सुरक्षा रक्षक	—,,—
१७	सुरेश रोशनलाल शर्मा	सुरक्षा रक्षक	—,,—
१८	शरद जनार्दन वराडकर	सुरक्षा रक्षक	—,,—
१९	महादेव श्रावण इंगळे	सुरक्षा पर्यवेक्षक	मे. पिरामल एन्टरप्रायझेस लि., प्लॉट नं. के-१, ऑडिशनल एम.आय.डी.सी., महाड, ता. महाड, जि. रायगड ४०२ ३०२.
२०	मंगेश बाळकृष्ण येरुणकर	सुरक्षा रक्षक	—,,—
२१	रामचंद्र दयाराम मालुसरे	सुरक्षा रक्षक	—,,—
२२	सुनिल दगडू महाडीक	सुरक्षा रक्षक	—,,—
२३	सुभाष जगन्नाथ खंदारे	सुरक्षा रक्षक	—,,—
२४	गजानन गोपाळ पाटील	सुरक्षा पर्यवेक्षक	मे. सेम्परटन्स निरलॉन प्रा. लि., प्लॉट नं. २१/१, एम.आय.डी.सी., धाटाव, ता. रोहा, जि. रायगड.
२५	गोपाळ कृष्णा मेनन	सुरक्षा पर्यवेक्षक	—,,—
२६	दत्ता सिताराम जाधव	सुरक्षा पर्यवेक्षक	—,,—
२७	अंकुश भैरू खताळ	सुरक्षा रक्षक	—,,—
२८	योगेश चंद्रकांत शिंदे	सुरक्षा रक्षक	—,,—
२९	पुर्णावशी जमुना सिंह	सुरक्षा रक्षक	—,,—
३०	इथेम नसिमुद्दीन नियाज	सुरक्षा रक्षक	—,,—
३१	झमान हरिदास पटेल	सुरक्षा रक्षक	—,,—

अनुसूची १—चालू

(१)	(२)	(३)	(४)
३२	संजय प्रल्हादराव सोळंखे	सुरक्षा पर्यवेक्षक	मे. बेक केमिकल्स प्रा. लि., प्लॉट नं. २४, एम.आय.डी.सी., धाटाव, ता. रोहा, जि. रायगड.
३३	गणपत तुकाराम जुमारे	सुरक्षा रक्षक	—,,—
३४	अब्दुल रहमान इस्माईल घलटे	सुरक्षा रक्षक	—,,—
३५	मंगेश विठ्ठल होगाडे	सुरक्षा रक्षक	—,,—
३६	पंकज नवीन बोराह	सुरक्षा रक्षक	—,,—
३७	पुंडलिक निंबा महाडिक	सुरक्षा पर्यवेक्षक	मे. पेप्सिको इंडिया होल्डींगज प्रा. लि., प्लॉट नं. १००/१ए, एम.आय.डी.सी., धाटाव, ता. रोहा, जि. रायगड.
३८	आशिष बळीराम अग्रावकर	सुरक्षा पर्यवेक्षक	—,,—
३९	ज्ञानदेव केशव काळे	सुरक्षा पर्यवेक्षक	—,,—
४०	प्रकाश लक्ष्मण न्हावकर	सुरक्षा रक्षक	—,,—
४१	भरत बाबुराव नागरे	सुरक्षा रक्षक	—,,—
४२	मोहन नारायण मेथा	सुरक्षा रक्षक	—,,—
४३	शैलेश लक्ष्मण भगत	सुरक्षा रक्षक	—,,—
४४	निरजकुमार रामनुज दुबे	सुरक्षा रक्षक	—,,—
४५	शांताराम शंकर मोकाशी	सुरक्षा रक्षक	—,,—
४६	पवनकुमार रामशिरोमणी शुक्ला	सुरक्षा रक्षक	—,,—
४७	मंगेश नवनाथ जावसेन	सुरक्षा पर्यवेक्षक	मे. सुदर्शन केमिकल इंडस्ट्रिज लि., प्लॉट नं. ४४ व ४५, एम.आय.डी.सी., धाटाव, ता. रोहा, जि. रायगड.
४८	मिलिंद लक्ष्मण गमरे	सुरक्षा पर्यवेक्षक	—,,—
४९	पवनकुमार नंदकुमार शर्मा	सुरक्षा पर्यवेक्षक	—,,—
५०	रघुनाथ तुकाराम जंगम	सुरक्षा रक्षक	—,,—
५१	सुनिल अनंत साठे	सुरक्षा रक्षक	—,,—
५२	चंद्रकांत नारायण भोईर	सुरक्षा रक्षक	—,,—
५३	भास्कर हरिश्चंद्र मांडलेकर	सुरक्षा रक्षक	—,,—
५४	श्याम पांडुरंग सगाटे	सुरक्षा रक्षक	—,,—
५५	विनोद कृष्णा मरवडे	सुरक्षा रक्षक	—,,—
५६	प्रशांत शशिकांत शिंदे	सुरक्षा रक्षक	—,,—
५७	रविंद्र कमलाकर मोहिते	सुरक्षा रक्षक	—,,—
५८	चंद्रशेखर लक्ष्मण विचारे	सुरक्षा रक्षक	—,,—
५९	अनिल मारुती जाधव	सुरक्षा रक्षक	—,,—
६०	रघुनाथ गोपाळ कुंभार	सुरक्षा पर्यवेक्षक	क्लॅरिअन्ट केमिकल (इंडिया) लि., प्लॉट नं. ११३/११४, एम.आय.डी.सी., धाटाव, ता. रोहा, जि. रायगड.
६१	अरविंद यशवंत कुचेकर	सुरक्षा पर्यवेक्षक	—,,—
६२	रामप्पा भिमप्पा गवंडी	सुरक्षा रक्षक	—,,—
६३	दिनेश अनंत शिंदे	सुरक्षा रक्षक	—,,—
६४	जितेंद्र बाळकृष्ण वरसोलकर	सुरक्षा रक्षक	—,,—
६५	हरिश्चंद्र जानू साळवी	सुरक्षा रक्षक	—,,—
६६	मधुकर हरी जाधव	सुरक्षा रक्षक	—,,—
६७	शरद दिनकर गोळे	सुरक्षा रक्षक	—,,—
६८	जोगेंद्र हरी भोईर	सुरक्षा रक्षक	—,,—

अनुसूची १—चालू

(१)	(२)	(३)	(४)
६९	बिरेंद्रकुमार पोषणलाल मिश्रा	सुरक्षा पर्यवेक्षक	मे. पिडीलाईट इंडस्ट्रिज लि., प्लॉट नं. ए/२१, एम.आय.डी.सी., महाड, ता. महाड, जि. रायगड ४०२ ३०९.
७०	प्रकाश गंगाराम जाधव	सुरक्षा पर्यवेक्षक	—,,—
७१	सरसगंधन गोविंदन नायर	सुरक्षा पर्यवेक्षक	—,,—
७२	जितेंद्र रामचंद्र गोळे	सुरक्षा रक्षक	—,,—
७३	दिलिप मुळाराम खताते	सुरक्षा रक्षक	—,,—
७४	किशोर दगडू जाधव	सुरक्षा रक्षक	—,,—
७५	राजेंद्र बाळा कांबळे	सुरक्षा रक्षक	—,,—
७६	महादेव नारायण शिगवण	सुरक्षा रक्षक	—,,—
७७	रमाशंकर पुर्णमाशी यादव	सुरक्षा रक्षक	—,,—
७८	चंद्रकांत राजाराम येरुणकर	सुरक्षा रक्षक	—,,—
७९	धिर्यराज देवनाथ यादव	सुरक्षा रक्षक	—,,—
८०	रामहरक जयश्री चव्हाण	सुरक्षा रक्षक	—,,—
८१	बाळा वामन सुर्वे	सुरक्षा रक्षक	—,,—
८२	मोहन दिनकर देशमुख	सुरक्षा पर्यवेक्षक	मे. पिडीलाईट इंडस्ट्रिज लि., प्लॉट नं. ए/२२, एम.आय.डी.सी., महाड, ता. महाड, जि. रायगड ४०२ ३०९.
८३	तुकाराम दौलत जगताप	सुरक्षा रक्षक	—,,—
८४	गजानन बारकु पवार	सुरक्षा रक्षक	—,,—
८५	यशवंत राणु उतेकर	सुरक्षा रक्षक	—,,—
८६	सदानंद भागोजी कोंडे	सुरक्षा रक्षक	—,,—
८७	राजू पांडुरंग शिंदे	सुरक्षा रक्षक	—,,—
८८	श्रीपत नारायण जाधव	सुरक्षा पर्यवेक्षक	मे. विनती ऑरगॅनिक्स लि., प्लॉट नं. बी-१२, बी-१३/१, एम.आय.डी.सी., महाड, ता. महाड, जि. रायगड ४०२ ३०९.
८९	गणेश दामोदर कम्मा	सुरक्षा पर्यवेक्षक	—,,—
९०	शांताराम सिताराम उतेकर	सुरक्षा पर्यवेक्षक	—,,—
९१	राकेश गोविंद साळवी	सुरक्षा रक्षक	—,,—
९२	विजय नारायण चाळके	सुरक्षा रक्षक	—,,—
९३	सागर जगन्नाथ कांबळे	सुरक्षा रक्षक	—,,—
९४	श्रीकांत काळूराम निकम	सुरक्षा रक्षक	—,,—
९५	पांडुरंग नारायण कदम	सुरक्षा रक्षक	—,,—
९६	विलास दत्ताराम चव्हाण	सुरक्षा रक्षक	—,,—
९७	भीमसेन पांडुरंग भोसले	सुरक्षा रक्षक	—,,—
९८	चंद्रकांत बारकु उतेकर	सुरक्षा रक्षक	—,,—

अनुसूची १—चालू

(१)	(२)	(३)	(४)
९९	नंदकुमार भिवजी आंब्रे	सुरक्षा पर्यवेक्षक	मे. एफ.डी.सी. लि., प्लॉट नं. १९, २०/२, एम.आय.डी.सी., धाटाव, ता. रोहा, जि. रायगड.
१००	हरिभाऊ गोविंद वाडकर	सुरक्षा पर्यवेक्षक	—,,—
१०१	अशोककुमार बाबुलाल द्विवेदी	सुरक्षा रक्षक	—,,—
१०२	सुभाष यशवंत चोरगे	सुरक्षा रक्षक	—,,—
१०३	मयुर प्रकाश शिंदे	सुरक्षा रक्षक	—,,—
१०४	विजय शंकर सावंत	सुरक्षा रक्षक	—,,—
१०५	राकेश सुरेश बामुगडे	सुरक्षा रक्षक	—,,—
१०६	लीलाधर सदानंद वाघमारे	सुरक्षा रक्षक	—,,—
१०७	नरेंद्र बाकाडे	सुरक्षा रक्षक	—,,—
१०८	शिवशंकर जयराम सिंग	सुरक्षा पर्यवेक्षक	मे. विधी डायस्टफ मॅन्यु. लि., प्लॉट नं. ५९-बी, एम.आय.डी.सी., धाटाव, ता. रोहा, जि. रायगड.
१०९	हरेकृष्ण बाबुलाल साहा	सुरक्षा पर्यवेक्षक	—,,—
११०	शिनोदकुमार राजेंद्र पटेल	सुरक्षा रक्षक	—,,—
१११	हिरालाल रामकेवल पांडे	सुरक्षा रक्षक	—,,—
११२	दिलीप नवलकिशोर दुबे	सुरक्षा रक्षक	—,,—
११३	राजकुमार रामकृपाल सिंह	सुरक्षा रक्षक	—,,—
११४	शंकर कृष्णा कांबळे	सुरक्षा रक्षक	—,,—
११५	विवेक इंद्रकांत रॉय	सुरक्षा पर्यवेक्षक	मे. सनशिल्ड केमिकल्स लि., गाव रसाळ, पो. पाली, ता. सुधागड, जि. रायगड.
११६	जयंत रामचंद्र वरांडे	सुरक्षा पर्यवेक्षक	—,,—
११७	किशोर लक्ष्मण गोळे	सुरक्षा रक्षक	—,,—
११८	कृष्णा राजाराम परब	सुरक्षा रक्षक	—,,—
११९	हृदयनाथ काशी झा	सुरक्षा रक्षक	—,,—
१२०	शैलेश वसंत लाकडे	सुरक्षा रक्षक	—,,—
१२१	नहूस धोंडू जाधव	सुरक्षा रक्षक	—,,—
१२२	संजय दत्तात्रय गोळे	सुरक्षा रक्षक	—,,—
१२३	राजकुमार महावीर झा	सुरक्षा रक्षक	—,,—
१२४	घाडगप्पा शिवलिंग देवगौडा	सुरक्षा पर्यवेक्षक	मे. दिपक नायट्राईट लि., प्लॉट नं. १ ते ७, २६ ते ३१, एम.आय.डी.सी., धाटाव, ता. रोहा, जि. रायगड.
१२५	राजकुमार बन्सीलाल चांडेल	सुरक्षा पर्यवेक्षक	—,,—
१२६	राजेंद्र विजयसिंग गोळे	सुरक्षा पर्यवेक्षक	—,,—
१२७	महेश रामचंद्र तेलंगे	सुरक्षा रक्षक	—,,—
१२८	जितेंद्र स्वामीनाथ सिंग	सुरक्षा रक्षक	—,,—
१२९	उपेंद्र कपिलदेव तिवारी	सुरक्षा रक्षक	—,,—

अनुसूची १—चालू

(१)	(२)	(३)	(४)
१३०	प्रदिप सदाशीव काटे	सुरक्षा रक्षक	मे. दिपक नायट्राईट लि., प्लॉट नं. १ ते ७, २६ ते ३१, एम.आय.डी.सी., धाटाव, ता. रोहा, जि. रायगड.
१३१	अजय चंद्रकांत चव्हाण	सुरक्षा रक्षक	—,,—
१३२	सुनिल देओल मेहता	सुरक्षा रक्षक	—,,—
१३३	हिदायत युसुफ कोंडविलकर	सुरक्षा रक्षक	—,,—
१३४	बाबू शिवाजी पवार	सुरक्षा रक्षक	—,,—
१३५	नंदकिशोर रामप्रसाद ठाकूर	सुरक्षा रक्षक	—,,—
१३६	दिलीप सखाराम खाडे	सुरक्षा रक्षक	—,,—
१३७	यशवंत सहदेव गायकवाड	सुरक्षा रक्षक	—,,—
१३८	सुरेश गणपत हरेकर	सुरक्षा रक्षक	—,,—
१३९	लक्ष्मण हरी भोकटे	सुरक्षा रक्षक	—,,—
१४०	मारुती जयराम शेलार	सुरक्षा रक्षक	—,,—
१४१	शंकर बालाजी मुरकर	सुरक्षा रक्षक	—,,—
१४२	सुंदर धोंडू खेरे	सुरक्षा रक्षक	—,,—
१४३	कुबेर रामअसरे दिक्षित	सुरक्षा रक्षक	—,,—
१४४	राजेश लल्लू मोरे	सुरक्षा पर्यवेक्षक	मे. एक्सल इंडस्ट्रीज लि., प्लॉट नं. ११२, २०/१, ओ/एस-२, एम.आय.डी.सी., धाटाव, ता. रोहा, जि. रायगड.
१४५	संदिप जगदंबाप्रसाद पांडे	सुरक्षा पर्यवेक्षक	—,,—
१४६	अहमद नदीम सिद्दीकी	सुरक्षा रक्षक	—,,—
१४७	रवीकुमार खेत्रमोहन दास	सुरक्षा रक्षक	—,,—
१४८	नविन कपिलदेव साही	सुरक्षा रक्षक	—,,—
१४९	विजय नामदेवराव नवघरे	सुरक्षा रक्षक	—,,—
१५०	सोमनाथ गोविंद डोरकुलकर	सुरक्षा रक्षक	—,,—
१५१	रमणलाल बालकृष्णा गांधी	सुरक्षा रक्षक	—,,—
१५२	लक्ष्मण किसन गेंगजे	सुरक्षा रक्षक	—,,—
१५३	अनिल दत्तात्रय शेंबडे	सुरक्षा रक्षक	—,,—
१५४	विवेक राममिलन लाखरे	सुरक्षा रक्षक	—,,—
१५५	चंद्रिकाप्रसाद रामलखन यादव	सुरक्षा रक्षक	—,,—
१५६	सौरभकुमार अंबिकाप्रसाद यादव	सुरक्षा रक्षक	—,,—
१५७	रजनिश बलेंद्र कचेर	सुरक्षा रक्षक	—,,—
१५८	विजयकुमार गोविंद तोमर	सुरक्षा रक्षक	—,,—
१५९	शेषराम पन्नालाल तोमर	सुरक्षा रक्षक	—,,—
१६०	कमलेशकुमार चंद्रशेखर तोमर	सुरक्षा रक्षक	—,,—
१६१	दयाराम दत्ताराम म्हात्रे	सुरक्षा रक्षक	—,,—
१६२	समीर शंकर सानप	सुरक्षा रक्षक	—,,—

अनुसूची १—चालू

(१)	(२)	(३)	(४)
१६३	गोपीनाथ भयाजीराव दळवी	सुरक्षा पर्यवेक्षक	मे. सिक्वेन्ट सायंटिफिक, प्लॉट नं. बी-३२, जी/२, जी/३, एम.आय.डी.सी., महाड, ता. महाड, जि. रायगड ४०२ ३०९.
१६४	श्रीकांत नामदेव कळमकर	सुरक्षा पर्यवेक्षक	—,,—
१६५	श्रीकांत हनुमंत गायकवाड	सुरक्षा पर्यवेक्षक	—,,—
१६६	गजानन गणपत महाडिक	सुरक्षा रक्षक	—,,—
१६७	सतिश पांडूरंग चव्हाण	सुरक्षा रक्षक	—,,—
१६८	संजय काशिनाथ सारदळ	सुरक्षा रक्षक	—,,—
१६९	महंमद शहाबुद्दीन गोटेकर	सुरक्षा रक्षक	—,,—
१७०	सुरेश कृष्णा गायकवाड	सुरक्षा रक्षक	—,,—
१७१	राजेंद्र बाळ कांबळे	सुरक्षा रक्षक	—,,—
१७२	दिलीप लक्ष्मण कदम	सुरक्षा रक्षक	—,,—
१७३	संदेश काशिनाथ भोई	सुरक्षा पर्यवेक्षक	मे. अन्शुल स्पेशालिटी मॉलिक्युल्स, प्लॉट नं. १०८, १०९, एम.आय.डी.सी., धाटाव, ता. रोहा, जि. रायगड.
१७४	किशोर रामचंद्र जाधव	सुरक्षा पर्यवेक्षक	—,,—
१७५	भीकू पांडूरंग पांजणे	सुरक्षा रक्षक	—,,—
१७६	गणेश रामचंद्र बारणेकर	सुरक्षा रक्षक	—,,—
१७७	सुभाष रमाकांत दिघे	सुरक्षा रक्षक	—,,—
१७८	देवानंद यशवंत अडखळे	सुरक्षा रक्षक	—,,—
१७९	मिलिंद मधुकर कुवळेकर	सुरक्षा रक्षक	—,,—
१८०	कृष्णमोहन मधुकांत चौधरी	सुरक्षा रक्षक	—,,—
१८१	आनंद एकनाथ देठे	सुरक्षा रक्षक	—,,—
१८२	विजय बलराम पाटील	सुरक्षा रक्षक	—,,—
१८३	अनंत शितलदेव गुप्ता	सुरक्षा पर्यवेक्षक	मे. रोहा डायकेम लि., प्लॉट नं. ४२, एम.आय.डी.सी., धाटाव, ता. रोहा, जि. रायगड.
१८४	अनिल लक्ष्मण निवळकर	सुरक्षा पर्यवेक्षक	—,,—
१८५	रामचंद्र दगडू जाधव	सुरक्षा रक्षक	—,,—
१८६	चेतन सुरेंद्र ढवळे	सुरक्षा रक्षक	—,,—
१८७	अनंत परशुराम धाडवे	सुरक्षा रक्षक	—,,—
१८८	बळीराम तुकाराम नलावडे	सुरक्षा रक्षक	—,,—
१८९	संजय संतोष माळी	सुरक्षा रक्षक	—,,—
१९०	सुनिल गणेश माळी	सुरक्षा रक्षक	—,,—
१९१	आदेश अनंत माळी	सुरक्षा रक्षक	—,,—
१९२	रुपेश रमेश माळी	सुरक्षा रक्षक	—,,—

अनुसूची १-चालू

(१)	(२)	(३)	(४)
१९३	अतुलचंद्र धर्मेश्वर नाथ	सुरक्षा पर्यवेक्षक	मे. पिडीलाईट इंडस्ट्रिज लि., प्लॉट नं. २५, २६, ३९, ४०, जवाहर को-ऑप. इंडस्ट्रियल इस्टेट, कामोठे, पनवेल, जि. रायगड.
१९४	अब्दुर रशिद	सुरक्षा रक्षक	—,,—
१९५	संजय देवव्रत सिंग	सुरक्षा रक्षक	—,,—
१९६	नोझरुल अशुरुद्दिन इस्लाम	सुरक्षा रक्षक	—,,—
१९७	चंद्रकांत कमलाकर मोहिते	सुरक्षा पर्यवेक्षक	मे. पिडीलाईट इंडस्ट्रिज लि., प्लॉट नं. २२९, २३२, २४१, २४२, जवाहर को-ऑप. इंडस्ट्रियल इस्टेट, कामोठे, पनवेल, जि. रायगड.
१९८	सुभाष बुधाजी हंबीर	सुरक्षा रक्षक	—,,—
१९९	विशाल रघुनाथ चाळके	सुरक्षा रक्षक	—,,—
२००	अन्वर बशीर ममतुले	सुरक्षा रक्षक	—,,—
२०१	रमेश दिगंबर हळदणकर	सुरक्षा पर्यवेक्षक	मे. पिडीलाईट इंडस्ट्रिज लि., प्लॉट नं. १९, एम.आय.डी.सी., तळोजा, ता. पनवेल, जि. रायगड.
२०२	श्रीकृष्ण दगडूबा काळे	सुरक्षा पर्यवेक्षक	—,,—
२०३	शिवाजी नागोराव सावंत	सुरक्षा पर्यवेक्षक	—,,—
२०४	रविंद्र शेषराव ढाकणे	सुरक्षा रक्षक	—,,—
२०५	सुधीर बबनराव जाधव	सुरक्षा रक्षक	—,,—
२०६	दिनकर बन्शी बर्डे	सुरक्षा रक्षक	—,,—
२०७	ज्ञानोबा अंकुष देशमुख	सुरक्षा रक्षक	—,,—
२०८	संजय नामदेव कोरडे	सुरक्षा रक्षक	—,,—
२०९	राजेंद्र वैजनाथ चाटे	सुरक्षा रक्षक	—,,—
२१०	सुरेश महादेव साळवी	सुरक्षा पर्यवेक्षक	मे. पिडीलाईट इंडस्ट्रिज लि., प्लॉट नं. ३५/३६, एम.आय.डी.सी., तळोजा, ता. पनवेल, जि. रायगड.
२११	राजेश कृष्णा शिर्के	सुरक्षा रक्षक	—,,—
२१२	राजेश पांडुरंग काट	सुरक्षा रक्षक	—,,—
२१३	हर्षल सुभाष बेंडाळे	सुरक्षा रक्षक	—,,—
२१४	सचिन नारायण दिवकर	सुरक्षा रक्षक	—,,—
२१५	सुधीरकुमार बानके ठाकूर	सुरक्षा पर्यवेक्षक	मे. डार्फकेटल केमिकल (इंडिया) लि., प्लॉट नं. जे-११, एम.आय.डी.सी., तळोजा, ता. पनवेल, जि. रायगड.
२१६	गोपिनाथ गांगुर्डे	सुरक्षा रक्षक	—,,—
२१७	जुगल अंबिका सिंग	सुरक्षा रक्षक	—,,—
२१८	प्रतिक मधुकर माळी	सुरक्षा रक्षक	—,,—

अनुसूची १—समाप्त.

(१)	(२)	(३)	(४)
२१९	किसन महादेव खरपुडे	सुरक्षा पर्यवेक्षक	मे. अँक्युप्रिंट सिस्टम्स, पो. बॉक्स नं. ५५, प्लॉट नं. व्ही-२६, एम.आय.डी.सी., तळोजा, ता. पनवेल, जि. रायगड.
२२०	तानाजी शिवाजी गाडे	सुरक्षा रक्षक	—,,—
२२१	अशोक गेनभाऊ टाकळकर	सुरक्षा रक्षक	—,,—
२२२	आझाद नारायण गाडे	सुरक्षा रक्षक	—,,—
२२३	भूषण अशोक मांजरे	सुरक्षा रक्षक	—,,—
२२४	जिकिया महमंद ममतुले	सुरक्षा पर्यवेक्षक	मे. एम. जे. बायोफार्मा प्रा. लि., प्लॉट नं. एल-७, एम.आय.डी.सी., तळोजा, ता. पनवेल, जि. रायगड.
२२५	बाळासाहेब नारायण अंबाडे	सुरक्षा रक्षक	—,,—
२२६	सुरज सुरेश रोटकर	सुरक्षा रक्षक	—,,—
२२७	राकेश रामचंद्र चवरकर	सुरक्षा रक्षक	—,,—

टीप.—महाराष्ट्र शासन या सुरक्षा रक्षकांबाबत कोणत्याही प्रकारची हमी घेत नाही. मुख्य मालक स्वतःच्या जबाबदारीवर सुरक्षा रक्षकांना कामे देऊ शकतात.

अनुसूची २

मालक एजन्सीने व मुख्य मालकांनी पाळावयाच्या शर्ती

१. **पोलीस तपासणी.**— सुरक्षा रक्षकांच्या तसेच एजन्सीच्या मालकांच्या पूर्वइतिहासाबाबत पोलीस पडताळणी दाखला तसेच एजन्सीकडे केंद्र शासनाच्या खाजगी सुरक्षा रक्षक (नियमन) कायदा, २००५ अंतर्गत परवाना असणे आवश्यक असेल.

२. **प्रशिक्षण.**— सुरक्षा रक्षकांना नियुक्त करण्यापूर्वी पुरेसे प्रशिक्षण देणे आवश्यक असेल.

३. **शैक्षणिक, शारीरिक आणि इतर पात्रता.**— सुरक्षा रक्षकांची शैक्षणिक व शारीरिक पात्रता पुढीलप्रमाणे असेल :—

किमान शैक्षणिक पात्रता.— इयत्ता ८ वी उत्तीर्ण.

शारीरिक पात्रता.— (अ) (१) उंची - १६२ सें.मी.

(२) वजन - ५० किलो

(३) छाती - न फुगवता - ७९ सें.मी.

फुगवून - ८४ सें.मी.

(४) नजर - दृष्टी चष्मा असल्यास नंबर जास्त नसावा.

(ब) आदिवासी उमेदवारांना उंचीमध्ये ५ सें.मी. व छातीमध्ये २ सें.मी. ची सवलत देण्यात यावी.

४. **लाभ.**— सुरक्षा रक्षकांना पुढील लाभ मिळतील :—

(अ) गणवेश प्रत्येक वर्षाला २ जोड.

(ब) चामडी बूट प्रत्येक वर्षात १ जोड.

(क) पावसाळी व हिवाळी गणवेश— (२ वर्षांतून एकदा) रेनकोट, ट्राऊझर, टोपी, वूलन कोट व पॅट.

५. **वेतन व इतर कायदेशीर सवलती.**— सूट दिलेल्या सुरक्षा रक्षकाने राष्ट्रीयीकृत बँकेमध्ये आपले खाते उघडावे व मालक एजन्सीने मुख्य मालकाकडे तैनात केलेल्या सुरक्षा रक्षकांच्या देय वेतनाच्या रकमेइतका रेखांकित धनादेश ७ तारखेपर्यंत वैयक्तिकरित्या सुरक्षा रक्षकास द्यावा. सुरक्षा रक्षकास दिलेल्या वेतनाबाबतचे सविस्तर तपशील नमुना “ क ” मधील विवरणपत्रामध्ये भरून सुरक्षा रक्षक मंडळास दर महिन्याच्या १० तारखेपर्यंत पाठवावे. मालक एजन्सीने खाली दर्शविल्याप्रमाणे लाभ सुरक्षा रक्षकांना द्यावेत :—

सानुग्रह अनुदान	:	वेतनाच्या १० टक्के
उपदान	:	वेतनाच्या ४ टक्के
भरपगारी रजा	:	वेतनाच्या ६ टक्के
भरपगारी सुट्टी	:	वेतनाच्या १ टक्का

सुरक्षा रक्षकांना लागू असलेल्या भविष्यनिर्वाह निधी व कामगार राज्य विमा योजना यांच्या वजाती मालक एजन्सीने परस्पर संबंधित प्राधिकरणाकडे जमा कराव्यात आणि त्यांचे चलन माहितीसाठी मंडळास सादर करावे. मालक एजन्सीने भरणा केलेल्या भविष्यनिर्वाह निधी व कामगार राज्य विमा योजनेच्या वजातीबाबतच्या पावत्या/चलन सुरक्षा रक्षकांना नियमितपणे देऊन त्या संदर्भातील एकत्रित तपशील शासनास, कामगार आयुक्त कार्यालयास व सुरक्षा रक्षक मंडळास प्रत्येक ६ महिन्यांनी सादर करावा, असे न केल्यास मालक एजन्सीला जबाबदार धरून दिलेली सूट रद्द करण्यात येईल.

६. **अतिकालिक भत्ता.**— सुरक्षा रक्षकांना मिळणारा अतिकालिक भत्ता हा मंडळाने नोंदीत सुरक्षा रक्षकांसाठी निश्चित केलेल्या वेतन दराच्या दुप्पट दरापेक्षा कमी नसावा, याबाबत संबंधित मुख्य मालकाची अंतिम जबाबदारी राहिल.

सुरक्षा रक्षकांना देय वेतन व लाभ देणे मुख्य मालकांची जबाबदारी असून मुख्य मालकाने त्यांच्याकडे तैनात करण्यात आलेल्या सुरक्षा रक्षकांना अधिनियम आणि योजनेतील तरतुदीनुसार वेतन व लाभ मिळत आहेत याची खात्री करून घेणे बंधनकारक असेल.

७. **विवरणपत्र सादर करणे.**— (अ) **त्रैमासिक विवरणपत्र.**— मालक एजन्सीने सुरक्षा रक्षकांच्या नियुक्तीबाबतचे त्रैमासिक विवरणपत्र प्रत्येक त्रैमासिकाच्या (जानेवारी, एप्रिल, जुलै व ऑक्टोबर महिन्याच्या) पहिल्या आठवड्यात सोबत जोडलेल्या नमुना “ अ ” मध्ये शासन, कामगार आयुक्त आणि सुरक्षा रक्षक मंडळास सादर करावे.

(ब) **सहामाही विवरणपत्र.**— (१) नियुक्त केलेल्या, नोकरी सोडून गेलेल्या आणि नव्याने भरती केलेल्या सुरक्षा रक्षकांबाबतचे विवरणपत्र दर ६ महिन्यांनी सोबत जोडलेल्या नमुना “ ब ” मध्ये शासन, कामगार आयुक्त आणि सुरक्षा रक्षक मंडळ यांना एजन्सीने सादर करावे.

(२) भविष्यनिर्वाह निधी व राज्य कामगार विमा योजनेची वर्गणी एजन्सीने नियमित भरून संबंधित सुरक्षा रक्षकांना त्यासंबंधी वेळोवेळी पावत्या द्याव्यात व दर सहा महिन्यात तसे केल्याबाबतचा अहवाल शासनास, कामगार आयुक्त व सुरक्षा रक्षक मंडळास द्यावा.

(३) यापूर्वीच्या भविष्यनिर्वाह निधीच्या रकमा व राज्य कामगार विमा योजनेची वर्गणी भरल्याबाबतचा पुरावा शासनाकडे सदर अधिसूचना निर्गमित झाल्यापासून तीन महिन्यांच्या आत सादर करावा. अन्यथा संबंधित सुरक्षा रक्षकांना देण्यात आलेली सूट रद्द करण्यात येईल.

(क) **वार्षिक विवरणपत्र.**— प्रत्येक मालक एजन्सीने, सनदी लेखापाल यांनी प्रमाणित केलेले वार्षिक विवरणपत्र सोबत जोडलेल्या नमुना “ ड ” मध्ये दरवर्षी ३० जून पर्यंत शासनास तसेच मंडळास सादर करावे. ज्यात एजन्सीने भरलेला आयकर, सुरक्षा रक्षकांचा जमा केलेला भविष्य निर्वाह निधी व कामगार राज्य विमा याबाबतच्या चलनाच्या प्रती व इतर तपशील असेल.

८. **एजन्सीची व सूट प्राप्त सुरक्षा रक्षकांची मंडळाकडे नोंदणी.**— अधिसूचनेच्या दिनांकापासून एक महिन्याच्या कालावधीत उक्त मंडळाकडे महाराष्ट्र खाजगी सुरक्षा रक्षक (नोकरीचे नियमन व कल्याण) योजना, २००२ च्या खंड १३(२) व १४(३) मधील तरतुदीनुसार एजन्सीने स्वतःची मालक म्हणून आणि त्यांच्याकडील सूट प्राप्त सुरक्षा रक्षकांची विहित नमुन्यातील अर्ज व शुल्क भरून मंडळात नोंदणी करून घ्यावी.

९. **एजन्सीच्या मुख्य मालकांची मंडळाकडे नोंदणी.**— सूट प्राप्त सुरक्षा रक्षकांच्या एजन्सीमार्फत सुरक्षा रक्षक नियुक्त करणाऱ्या मुख्य मालकाने अधिसूचनेच्या दिनांकापासून १५ दिवसांचे आत योजनेच्या खंड १३(१)(अ) अन्वये स्वतःची मंडळात विहित नमुन्यातील अर्ज व शुल्क भरून नोंदणी करून घ्यावी.

१०. **नोंदणी शुल्क.**— एजन्सीने तसेच सूट प्राप्त सुरक्षा रक्षकाने मंडळाकडे नोंदणी करतेवेळी महाराष्ट्र खाजगी सुरक्षा रक्षक (नोकरीचे नियमन व कल्याण) योजना, २००२ च्या खंड १७ मधील तरतुदीनुसार मंडळाकडे विहित कालावधीत आवश्यक ते नोंदणी शुल्क भरले पाहिजे.

११. **नोंदणीकृत कार्यालय.**— एजन्सीचे नोंदणीकृत कार्यालय असावे आणि त्याबाबतची माहिती एजन्सीने शासन, कामगार आयुक्त व मंडळास द्यावी. नोंदणीकृत कार्यालयाचा पत्ता बदलल्यास अथवा एजन्सीच्या नावात बदल झाल्यास १५ दिवसांचे आत बदलाबाबतच्या आवश्यक त्या कागदोपत्री पुराव्यासह शासनास व मंडळास कळवावे, जेणेकरून शासन सुधारित अधिसूचना जारी करील. सुधारित अधिसूचना जारी झाल्यानंतर मंडळ झालेल्या बदलांची नोंद घेईल.

१२. **सुरक्षा रक्षकांची नियुक्ती.**— उक्त मंडळाकडे ज्या मुख्य मालकांची नोंदणी झाली आहे आणि/किंवा जे उक्त मुख्य मालक मंडळाच्या सुरक्षा रक्षकांच्या सेवेचा लाभ घेत आहेत अशा मुख्य मालकांकडे एजन्सी त्यांचेकडील सुरक्षा रक्षक नेमणार नाही. अशा प्रकारे सुरक्षा रक्षक नेमल्यास मालक एजन्सीला जबाबदार धरून दिलेली सूट रद्द करण्यात येईल.

१३. **ओळखपत्र व हजेरी कार्ड देणे.**— खाजगी सुरक्षा रक्षक एजन्सी त्यांचेकडील सुरक्षा रक्षकांना व अधिकाऱ्यांना नियुक्त केल्यापासून ३० दिवसांच्या आत ओळखपत्र व हजेरीकार्ड देईल.

१४. **कायदेशीर देणी अदा करणे.**— सुरक्षा रक्षक ज्यावेळी एजन्सीची नोकरी सोडतील, त्यावेळी त्यांना देय असलेली सर्व कायदेशीर देणी (उपदान व इतर कायदेशीर देणी) एजन्सीने अदा करून त्याबाबत झालेल्या व्यवहारांच्या प्रती मंडळाकडे सादर करणे एजन्सीला बंधनकारक राहील.

१५. **एकावेळी एकाच मुख्य मालकाकडे नोकरी.**— सुरक्षा रक्षक एकावेळी एकापेक्षा अधिक मुख्य मालकाकडे काम करणार नाही. याबाबत प्रत्येक सुरक्षा रक्षक एजन्सीने खात्री करून घेतली पाहिजे.

१६. **एखाद्या सुरक्षा रक्षकास त्याच्या निवासस्थानापासून ५० कि.मी. पेक्षा अधिक अंतरावर काम करण्यासाठी पाठविल्यास मालक एजन्सीने त्याच्या एकूण वेतनाच्या २० टक्के रक्कम त्याला भत्ता म्हणून द्यावी.**

१७. **सुरक्षा रक्षकांच्या फायद्यांसंदर्भात शासनाने किंवा मंडळाने भविष्यकाळात घातलेल्या अटी व शर्तीचे पालन करणे एजन्सीला, तसेच मुख्य मालकाला बंधनकारक राहील.**

१८. **मालक एजन्सीने त्यांच्या सुरक्षा रक्षकांना सूट प्राप्त झाल्यानंतर, सुरक्षा रक्षकांच्या वेतनाच्या ३ टक्के एवढी लेव्ही दरमहा १० तारखेपर्यंत मंडळास देय राहील. सदर लेव्ही अधिसूचना निर्गमित झाल्याच्या दिनांकापासून १ महिन्याच्या आत मंडळाकडे जमा करणे अनिवार्य राहील. मंडळाने विनिर्दिष्ट केलेल्या कालमर्यादेत लेव्हीची रक्कम भरण्यात जे नियोक्ता अभिकरण सातत्याने कसूर करील ते नियोक्ता अभिकरण मंडळाने भरणा करण्यास निर्धारित केलेल्या रकमेच्या १० टक्केहून अधिक असणार नाही इतका अधिभार दंडाच्या रुपाने मंडळाकडे भरील.**

१९. मालक एजन्सीमार्फत सुरक्षा रक्षक नियुक्त करणाऱ्या मुख्य मालकाने करार संपुष्टात आल्यानंतर वा इतर कोणत्याही कारणामुळे सुरक्षा रक्षकांची सेवा घेणे बंद केले असल्यास सेवा खंडीत केल्याच्या दिनांकापासून ७ दिवसांच्या आत अशा मुख्य मालकाची व तेथून कमी केलेल्या सुरक्षा रक्षकांची नावे व तपशील मालक एजन्सी मंडळास सादर करील. अशा मुख्य मालकाची अधिसूचनेनुसार घेतलेली मंडळातील नोंदणी रद्द होईल. तसेच मालक एजन्सीकडून नोकरी सोडून गेलेल्या सुरक्षा रक्षकांची नावे व तपशील मालक एजन्सी मंडळास व नजीकच्या पोलीस ठाण्यास ७ दिवसांच्या आत सादर करील. अशाप्रकारे नोकरी सोडून गेलेल्या सुरक्षा रक्षकांची नोंदणी मंडळ रद्द करील.

२०. मुख्य मालकाकडून सुरक्षा रक्षकांच्या कामाच्या मोबदल्यापोटी एजन्सीकडे जमा होणाऱ्या रकमेपैकी, मंडळाने सुरक्षा रक्षकांच्या वेतनापोटी निश्चित केलेली रक्कम तसेच सर्व वैधानिक रकमा जसे भविष्य निर्वाह निधी, कामगार राज्य विमा योजना, बोनस प्रदान, रजा वेतन, राष्ट्रीय सुट्ट्यांचे वेतन यासाठी विनियमित केले जाईल निदान इतकी रक्कम किंवा मुख्य मालकाने एजन्सीला अदा केलेल्या रकमेच्या ५६ टक्के इतकी रक्कम किंवा यापैकी जी अधिक असेल ती सुरक्षा रक्षक एजन्सीनी सुरक्षा रक्षकांना अदा करणे आवश्यक आहे.

२१. सुरक्षा रक्षकांना साप्ताहिक सुट्टी उपभोगण्याकरिता कार्यमुक्त करणाऱ्या सुरक्षा रक्षकांचे वेतन मुख्य मालक एजन्सीला अदा करील. हे वेतन यथा प्रमाण पद्धतीवर आधारित असेल व ही रक्कम मूळ वेतनाच्या १०% अथवा जी अधिक असेल इतकी असेल.

२२. सुरक्षा रक्षक मंडळामध्ये जमा करावयाची लेव्ही, सुरक्षा रक्षकांच्या प्रशिक्षणासाठीचा खर्च, देखरेखीवरील खर्च, तसेच एजन्सीचा प्रशासकीय खर्च व नफा या सर्व गोष्टींचा खर्च हा मुख्य मालकाने एजन्सीकडे जमा केलेल्या एकूण रकमेच्या ३०% रकमेपेक्षा जास्त नसावा.

२३. उपरोक्त अनिवार्य लादलेल्या खर्चावर नियमानुसार सेवाकर आकारला जाईल व सेवाकर त्या त्या वेळी अंमलात असलेल्या दरानुसार असेल.

२४. या व्यतिरिक्त सुरक्षा रक्षकांना गणवेश दिला जाईल व त्यासाठी ४% रक्कम दरवर्षी राखीव ठेवण्यात येईल.

२५. सुरक्षा रक्षकांना त्यांचे वेतन पुढील महिन्याच्या सात तारखेपर्यंत देण्यात यावे.

वरीलपैकी कोणत्याही शर्तीचे मालक एजन्सीने उल्लंघन केल्यास त्यांना देण्यात आलेली सूट रद्द करण्यात येईल किंवा काढून टाकण्यात येईल.

अटी, शर्ती व नियमांचे तंतोतंत पालन होण्याबाबतची जबाबदारी मुख्य मालकाची असेल. अधिसूचनेतील तरतुदीनुसार सुरक्षा रक्षकांना एजन्सीने फायदे दिले नसल्यास सूट प्राप्त सुरक्षा रक्षकांना सदर फायदे देण्याची जबाबदारी मुख्य मालकाची असेल.

नमुना “ अ ”

सुरक्षा रक्षक एजन्सीने सादर करावयाचे त्रैमासिक विवरणपत्र

महिन्यांचे त्रैमासिक विवरणपत्र :

दिनांक :

जानेवारी-मार्च,

एप्रिल-जून,

जुलै-सप्टेंबर,

ऑक्टोबर-डिसेंबर

एजन्सीचे नाव व पत्ता :

अधिसूचना क्रमांक व दिनांक :

एजन्सीचा मंडळातील नोंदणी क्रमांक :

अनु- क्रमांक (१)	मुख्य मालकाचे नाव व पत्ता (२)	सुरक्षा रक्षकांच्या नियुक्तीचे ठिकाण (३)	सुरक्षा रक्षकांचे नाव व वर्ग (४)
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प्राधिकृत स्वाक्षरीकर्ता,

(नाव व हुद्दा).

नमुना “ ब ”

सुरक्षा रक्षक एजन्सीने सादर करावयाचे सहामाही विवरणपत्र

विवरणपत्राचा कालावधी : जानेवारी ते जून/जुलै ते डिसेंबर

दिनांक :

एजन्सीचे नाव व पत्ता :

अधिसूचना क्रमांक व दिनांक :

एजन्सीचा मंडळातील नोंदणी क्रमांक :

अ. क्र.	मुख्य मालकाचे नाव व पत्ता	नियुक्त केलेल्या सुरक्षा रक्षकांची वर्गनिहाय एकूण संख्या	सुरक्षा रक्षक एजन्सी सोडून गेलेल्या सुरक्षा रक्षकांची वर्गनिहाय संख्या	नव्याने भरती झालेल्या सुरक्षा रक्षकांची वर्गनिहाय संख्या
(१)	(२)	(३)	(४)	(५)

प्राधिकृत स्वाक्षरीकर्ता,

(नाव व हुद्दा).

नमुना “क”

एजन्सीने वेतन प्रदानाबाबत सुरक्षा रक्षक मंडळास सादर करावयाचे विवरणपत्र

वेतन प्रदानाचा महिना :

मुख्य मालकाचे नाव व पत्ता :

बँकेचे नाव (शाखा व पत्ता) :

अनु- क्रमांक	सुरक्षा रक्षकाचे नाव	धनादेश क्रमांक व दिनांक	रक्कम
(१)	(२)	(३)	(४)

प्राधिकृत स्वाक्षरीकर्ता,

(नाव व हुद्दा).

नमुना “ड”

सुरक्षा रक्षक एजन्सीने सादर करावयाचे वार्षिक विवरणपत्र

वार्षिक विवरणपत्राचे आर्थिक वर्ष :

दिनांक :

एजन्सीचे नाव व पत्ता :

अधिसूचना क्रमांक व दिनांक :

एजन्सीचा मंडळातील नोंदणी क्रमांक :

अ. क्र.	महिने (एप्रिल ते मार्च)	नियुक्त केलेल्या सुरक्षा रक्षकांची संख्या	सुरक्षा रक्षकांना अदा केलेले एकूण वेतन	भविष्य निर्वाह निधी ज्यावर कपात केली आहे असे वेतन	मंडळाकडे जमा केलेली ३ टक्के लेव्ही रक्कम
(१)	(२)	(३)	(४)	(५)	(६)

प्राधिकृत स्वाक्षरीकर्ता,

(नाव व हुद्दा).

महाराष्ट्राचे राज्यपाल यांच्या आदेशानुसार व नावाने,

ना. द. थोरवे,

कार्यासन अधिकारी.

In pursuance of clause (3) of Article 348 of the Constitution of India, the following translation in English of the Government Notification, Industries, Energy and Labour Department, No. SGA. 2013/CR-465/LAB-5, dated the 9th December 2013 is hereby published under the authority of the Governor.

By order and in the name of the Governor of Maharashtra,

A. G. ASWALE,
Joint Secretary to Government.

INDUSTRIES, ENERGY AND LABOUR DEPARTMENT
Mantralaya, Mumbai 400 032, dated the 9th December 2013

NOTIFICATION

MAHARASHTRA PRIVATE SECURITY GUARDS (REGULATION OF EMPLOYMENT AND WELFARE) ACT, 1981.

No. SGA. 2013/CR-465/LAB-5.—Whereas certain Security Guards whose names are mentioned in Column (2) of Schedule-I appended hereto (hereinafter referred to as “the said Security Guards”), employed with the Principal Employer mentioned in Column (4) of the said Schedule-I, employed by M/s. Naaz Agency (Raigad District), 1st Floor, Dabir Park, Above S.B.I. ATM, At- Post and Tal-Roha, District Raigad 402 109, Maharashtra and the owners Shri Abbas Ahmad Anware have applied for grant of exemption under Section 23 of the Maharashtra Private Security Guards (Regulation of Employment and Welfare) Act, 1981 (Mah. LVIII of 1981) from the operation of all provisions of the said Act and the Maharashtra Private Security Guards (Regulation of Employment and Welfare) Scheme, 2002 (hereinafter referred to as “the said Scheme”) ;

And whereas, the Government of Maharashtra, after consultation with the Advisory Committee and after verification of the benefits enjoyed by the said Security Guards is of the opinion that they are in enjoyment of benefits, which are on the whole not less favourable to them than the benefits provided by and under the said Act and the said Scheme.

Now, therefore, in exercise of powers conferred by Section 23 of the Maharashtra Private Security Guards (Regulation of Employment and Welfare) Act, 1981, the Government of Maharashtra hereby exempts the said Security Guards from operations of all provisions of the said Act and the said Scheme, for a period of three years from the date of publication of this notification in *Official Gazette*, subject to conditions specified in Schedule II appended hereto :—

Schedule I

Sr. No. (1)	Name of Security Guards (2)	Class (3)	Name and address of Principal Employer (4)
1	Sanjay Omprakash Singh	Security Supervisor	Unichem Laboratories Ltd. Plot No.99, M.I.D.C. Dhatav, Tal. Roha, Dist. Raigad.
2	Vijaykumar Tejnarayan Nirala	Security Guard	—,,—
3	Dnyaneshwar Janardhan Salvi	Security Guard	—,,—
4	Yogindra Rambadan Tivvari	Security Guard	—,,—
5	Dadul Akan Borah	Security Guard	—,,—
6	Sudam Sardar Pawar	Security Guard	—,,—
7	Akhilesh Keshav Rai	Security Guard	—,,—
8	Pradipkumar Jagadambaprasad Pandey.	Security Guard	—,,—
9.	Anil Shivnath Yadav	Security Guard	—,,—
10	Anant Narayan Bhagat	Security Guard	—,,—
11	Nomal Indesor Fukan	Security Guard	—,,—
12	Pramod Kashinath Mhatre	Security Guard	—,,—
13	Jayram Janu Mokal	Security Guard	—,,—
14	Gopal Sitaram Kale	Security Supervisor	Kores India Ltd., Plot No. 58/2, 59A, M.I.D.C. Dhatav, Tal. Roha, Dist. Raigad.
15	Imaytulla A.Gafur Tandel	Security Guard	—,,—
16	Rupesh Kumar Patil	Security Guard	—,,—
17	Suresh Roshanlal Sharma	Security Guard	—,,—
18	Sharad Janardhan Varadkar	Security Guard	—,,—
19	Mahadeo Shravan Ingale	Security Supervisor	Piramal Enterprises Ltd., Plot No. K-1, Additional M.I.D.C. Mahad-402 302, Tal. Mahad, Dist. Raigad
20.	Mangesh Balkrushna Yerunkar	Security Guard	—,,—
21	Ramchandra Dayaram Malusare	Security Guard	—,,—
22	Sunil Dagdu Mahadik	Security Guard	—,,—
23	Subhash Jagannath Khandare	Security Guard	—,,—
24	Gajanan Gopal Patil	Security Supervisor	Sempertrans Nirlon Pvt. Ltd., Plot No.21/1, M.I.D.C. Dhatav, Tal. Roha, Dist. Raigad
25	Gopala Krushna Menon	Security Supervisor	—,,—
26	Datta Sitaram Jadhav	Security Supervisor	—,,—
27	Ankush Bhairu Khatal	Security Guard	—,,—
28	Yogesh Chandrakant Shinde	Security Guard	—,,—
29	Purnavashi Jamuna Singh	Security Guard	—,,—
30	Ithem Nasimuddin Niyaz	Security Guard	—,,—
31	Zaman Haridas Patel	Security Guard	—,,—

Schedule I—Contd.

(1)	(2)	(3)	(4)
32	Sanjay Pralhadrao Solankhe	Security Supervisor	BEC Chemicals Pvt. Ltd., Plot No.24, M.I.D.C., Dhatav, Tal. Roha, Dist. Raigad.
33	Ganpat Tukaram Jumare	Security Guard	—,,—
34	Abdul Rahman Ismail Ghalte	Security Guard	—,,—
35	Mangesh Vitthal Hogade	Security Guard	—,,—
36	Pankaj Navin Borah	Security Guard	—,,—
37	Pundlik Nimba Mahadik	Security Supervisor	Pepsico India Holdings Pvt. Ltd., Plot No. 100/1-A, M.I.D.C., Dhatav, Tal. Roha, Dist. Raigad.
38	Ashish Baliram Agravkar	Security Supervisor	—,,—
39	Dnyandeo Keshav Kale	Security Supervisor	—,,—
40	Prakash Laxman Nhavkar	Security Guard	—,,—
41	Bharat Baburao Nagare	Security Guard	—,,—
42	Mohan Narayan Metha	Security Guard	—,,—
43	Shailesh Laxman Bhagat	Security Guard	—,,—
44	Nirajkumar Ramanuj Dubey	Security Guard	—,,—
45	Shantaram Shankar Mokashi	Security Guard	—,,—
46	Pavankumar Ramshiromani Shukla.	Security Guard	—,,—
47	Mangesh Navnath Javsén	Security Supervisor	Sudarshan Chemical Industries Ltd., Plot No. 44 &45, M.I.D.C. Dhatav, Tal. Roha, Dist. Raigad.
48	Milind Laxman Gamre	Security Supervisor	—,,—
49	Pavankumar Nandkumar Sharma.	Security Supervisor	—,,—
50	Raghunath Tukaram Jangam	Security Guard	—,,—
51	Sunil Anant Sathe	Security Guard	—,,—
52	Chandrakant Narayan Bhoir	Security Guard	—,,—
53	Bhaskar Harischandra Mandlekar.	Security Guard	—,,—
54	Shyam Pandurang Sagate	Security Guard	—,,—
55	Vinod Krushna Maravade	Security Guard	—,,—
56	Prashant Shashikant Shinde	Security Guard	—,,—
57	Ravindra Kamlakar Mohite	Security Guard	—,,—
58	Chandrashekhar Laxman Vichare.	Security Guard	—,,—
59	Anil Maruti Jadhav	Security Guard	—,,—

Schedule I—Contd.

(1)	(2)	(3)	(4)
60	Raghunath Gopal Kumbhar	Security Supervisor	Clariant Chemicals (I) Ltd., Plot No.113/114, M.I.D.C., Dhatav, Tal. Roha, Dist. Raigad.
61	Arvind Yashwant Kuchekar	Security Supervisor	—,,—
62	Ramappa Bhimappa Gavandi	Security Guard	—,,—
63	Dinesh Anant Shinde	Security Guard	—,,—
64	Jitendra Balkrushna Varsolkar	Security Guard	—,,—
65	Harishchandra Janu Salvi	Security Guard	—,,—
66	Madhukar Hari Jadhav	Security Guard	—,,—
67	Sharad Dinkar Gole	Security Guard	—,,—
68	Jogendra Hari Bhoir	Security Guard	—,,—
69	Birendrakumar Poshanlal Mishra.	Security Supervisor	Pidilite Industries Ltd., Plot No. A-21,M.I.D.C., Mahad, Tal. Mahad, Dist. Raigad-402 309,
70	Prakash Gangaram Jadhav	Security Supervisor	—,,—
71	Sarsangadhan Govindan Nair	Security Supervisor	—,,—
72	Jitendra Ramchandra Gole	Security Guard	—,,—
73	Dilip Mularam Khatate	Security Guard	—,,—
74	Kishor Dagdu Jadhav	Security Guard	—,,—
75	Rajendra Bala Kamble	Security Guard	—,,—
76	Mahadeo Narayan Shigwan	Security Guard	—,,—
77	Ramashankar Purnamashi Yadav.	Security Guard	—,,—
78	Chandrakant Rajaram Yerunkar	Security Guard	—,,—
79	Dhiryaraj Devnath Yadav	Security Guard	—,,—
80	Ramharak Jayshri Chouhan	Security Guard	—,,—
81	Bala Waman Surve	Security Guard	—,,—
82	Mohan Dinkar Deshmukh	Security Supervisor	Pidilite Industries Ltd., Plot No. A-22, M.I.D.C., Mahad, Tal. Mahad, Dist. Raigad402 309.
83	Tukaram Daulat Jagtap	Security Guard	—,,—
84	Gajanan Barku Pawar	Security Guard	—,,—
85	Yashwant Ranu Utekar	Security Guard	—,,—
86	Sadanand Bhagoji Konde	Security Guard	—,,—
87	Raju Pandurang Shinde	Security Guard	—,,—

Schedule I—Contd.

(1)	(2)	(3)	(4)
88	Shripat Narayan Jadhav	Security Supervisor	Vinati Organics Ltd., PlotNo.B-12, B-13/1, M.I.D.C., Mahad, Tal. Mahad, Dist. Raigad 402 309.
89	Ganesh Damodar Kamma	Security Supervisor	—,,—
90	Shantaram Sitaram Utekar	Security Supervisor	—,,—
91	Rakesh Govind Salvi	Security Guard	—,,—
92	Vijay Narayan Chalke	Security Guard	—,,—
93	Sagar Jagannath Kamble	Security Guard	—,,—
94	Shrikant Kaluram Nikam	Security Guard	—,,—
95	Pandurang Narayan Kadam	Security Guard	—,,—
96	Vilas Dattaram Chavan	Security Guard	—,,—
97	Bhimsen Pandurang Bhosale	Security Guard	—,,—
98	Chandrakant Barku Utekar	Security Guard	—,,—
99	Nandkumar Bhivaji Ambre	Security Supervisor	FDC Ltd., Plot No. 19, 20/2, M.I.D.C., Dhatav, Tal. Roha, Dist. Raigad.
100	Haribhau Govind Wadkar	Security Supervisor	—,,—
101	Ashokkumar Babulal Dvivedi	Security Guard	—,,—
102	Subhash Yashwant Chorge	Security Guard	—,,—
103	Mayur Prakash Shinde	Security Guard	—,,—
104	Vijay Shankar Sawant	Security Guard	—,,—
105	Rakesh Suresh Bamugade	Security Guard	—,,—
106	Liladhar Sadanand Waghmare	Security Guard	—,,—
107	Narendra Bakade	Security Guard	—,,—
108	Shivshankar Jayram Singh	Security Supervisor	Vidhi Dyestuff Mfg. Ltd., Plot No.59-B, M.I.D.C., Dhatav, Tal.Roha, Dist.Raigad
109	Harekrushna Babulal Saha	Security Supervisor	—,,—
110	Shinodkumar Rajendra Patel	Security Guard	—,,—
111	Hiralal Ramkeval Pandey	Security Guard	—,,—
112	Dilip Navalkishor Dubey	Security Guard	—,,—
113	Rajkumar Ramkripal Singh	Security Guard	—,,—
114	Shankar Krushna Kamble	Security Guard	—,,—
115	Vivek Indrakant Roy	Security Supervisor	Sunshield Chemicals Ltd., At: Rasal, Po : Pali, Tal. Sudhagad, Dist.Raigad.
116	Jayant Ramchandra Varande	Security Supervisor	—,,—
117	Kishor Laxman Gole	Security Guard	—,,—
118	Krushna Rajaram Parab	Security Guard	—,,—
119	Hridaynath Kashi Zha	Security Guard	—,,—
120	Shailesh Vasant Lakade	Security Guard	—,,—
121	Nahus Dhondu Jadhav	Security Guard	—,,—
122	Sanjay Dattatray Gole	Security Guard	—,,—
123	Rajkumar Mahavir Zha	Security Guard	—,,—

Schedule I—Contd.

(1)	(2)	(3)	(4)
124	Ghadgappa Shivling Devgauda	Security Supervisor	Deepak Nitrite Ltd., Plot No. 1 to 7, 26 to 31, M.I.D.C., Dhatav, Tal. Roha, Dist. Raigad.
125	Rajkumar Bansilal Chandel	Security Supervisor	—,,—
126	Rajendra Vijaysingh Gole	Security Supervisor	—,,—
127	Mahesh Ramchandra Telange	Security Guard	—,,—
128	Jitendra Swaminath Singh	Security Guard	—,,—
129	Upendra Kapildeo Tiwari	Security Guard	—,,—
130	Pradip Sadashiv Kate	Security Guard	—,,—
131	Ajay Chandrakant Chavan	Security Guard	—,,—
132	Sunil Deol Mehta	Security Guard	—,,—
133	Hidayat Yusuf Kondvilkar	Security Guard	—,,—
134	Babu Shivaji Pawar	Security Guard	—,,—
135	Nandkishor Ramprasad Thakur	Security Guard	—,,—
136	Dilip Sakharam Khade	Security Guard	—,,—
137	Yashwant Sahdeo Gaikwad	Security Guard	—,,—
138	Suresh Ganpat Herekar	Security Guard	—,,—
139	Laxman Hari Bhokate	Security Guard	—,,—
140	Maruti Jayram Shelar	Security Guard	—,,—
141	Shankar Balaji Murkar	Security Guard	—,,—
142	Sundar Dhondu Khaire	Security Guard	—,,—
143	Kuber Ramasare Dixit	Security Guard	—,,—
144	Rajesh Lallu More	Security Supervisor	Excel Industries Ltd., Plot No. 112, 20/1, O/S-2, M.I.D.C., Dhatav, Tal. Roha, Dist. Raigad.
145	Sandip Jagdambaprasad Pandey	Security Supervisor	—,,—
146	Ahmad Nadim Siddiki	Security Guard	—,,—
147	Ravikumar Khetramohan Das	Security Guard	—,,—
148	Navin Kapildeo Shahi	Security Guard	—,,—
149	Vijay Namdeorao Navghare	Security Guard	—,,—
150	Somnath Govind Dorkulkar	Security Guard	—,,—
151	Ramanlal Balkrushna Gandhi	Security Guard	—,,—
152	Laxman Kisan Gengje	Security Guard	—,,—
153	Anil Dattatray Shembade	Security Guard	—,,—
154	Vivek Rammilan Lakhare	Security Guard	—,,—
155	Chandrikaprasad Ramlakhan Yadav.	Security Guard	—,,—
156	Sourabhkumar Ambikaprasad Yadav.	Security Guard	—,,—
157	Rajnish Balendra Kacher	Security Guard	—,,—
158	Ajaykumar Govind Tomar	Security Guard	—,,—
159	Sheshram Pannalal Tomar	Security Guard	—,,—
160	Kamleshkumar Chandrashekhar Tomar.	Security Guard	—,,—
161	Dayanand Dattaram Mhatre	Security Guard	—,,—
162	Samir Shankar Sanap	Security Guard	—,,—

Schedule I—Contd.

(1)	(2)	(3)	(4)
163	Gopinath Bhayajirao Dalvi	Security Supervisor	Sequent Scientific, Plot No. B-32, G/2, G/3, M.I.D.C., Mahad, Tal. Mahad, Dist. Raigad.
164	Shrikant Namdeo Kalamkar	Security Supervisor	—,,—
165	Suryakant Hanumant Gaikwad	Security Supervisor	—,,—
166	Gajanan Ganpat Mahadik	Security Guard	—,,—
167	Satish Pandurang Chavan	Security Guard	—,,—
168	Sanjay Kashinath Sardal	Security Guard	—,,—
169	Mohammad Shahabuddin Gothekar.	Security Guard	—,,—
170	Suresh Krushna Gaikwad	Security Guard	—,,—
171	Rajendra Bal Kamble	Security Guard	—,,—
172	Dilip Laxman Kadam	Security Guard	—,,—
173	Sandesh Kashinath Bhoi	Security Supervisor	Anshul Speciality Molecules, Plot No. 108, 109, M.I.D.C., Dhatav, Tal. Roha, Dist. Raigad.
174	Kishor Ramchandra Jadhav	Security Supervisor	—,,—
175	Bhiku Pandurang Panjane	Security Guard	—,,—
176	Ganesh Ramchandra Barnekar	Security Guard	—,,—
177	Subhash Ramakant Dighe	Security Guard	—,,—
178	Devanand Yashwant Adkhale	Security Guard	—,,—
179	Milind Madhukar Kuvlekar	Security Guard	—,,—
180	Krishnamohan Madhukant Choudhari.	Security Guard	—,,—
181	Anand Eknath Dethe	Security Guard	—,,—
182	Vijay Balaram Patil	Security Guard	—,,—
183	Anand Shitaldeo Gupta	Security Supervisor	Roha Dyechem Pvt. Ltd., Plot No. 42, M.I.D.C., Dhatav, Tal. Roha, Dist. Raigad.
184	Anil Laxman Nivalkar	Security Supervisor	—,,—
185	Ramchandra Dagdu Jadhav	Security Guard	—,,—
186	Chetan Surendra Dhavale	Security Guard	—,,—
187	Anant Parshuram Dhadve	Security Guard	—,,—
188	Baliram Tukaram Nalavade	Security Guard	—,,—
189	Sanjay Santosh Mali	Security Guard	—,,—
190	Sunil Ganesh Mali	Security Guard	—,,—
191	Adesh Anant Mali	Security Guard	—,,—
192	Rupesh Ramesh Mali	Security Guard	—,,—

Schedule I—Contd.

(1)	(2)	(3)	(4)
193	Atulchandra Dharmeshwar Nath	Security Supervisor	Pidilite Industries Ltd., Plot No. 25, 26, 39, 40, Jawahar Co-op. Indl. Estate, Kamothe, Panvel, Dist.Raigad.
194	Abdur Rashid	Security Guard	—,,—
195	Sanjay Devbrat Singh	Security Guard	—,,—
196	Nozrul Ashuruddin Islam	Security Guard	—,,—
197	Chandrakant Kamalakar Mohite	Security Supervisor	Pidilite Industries Ltd., Plot No. 229, 232, 241, 242, Jawahar Co-op. Indl. Estate, Kamothe, Panvel, Dist.Raigad.
198	Subhash Budhaji Hambir	Security Guard	—,,—
199	Vishal Raghunath Chalke	Security Guard	—,,—
200	Anwar Bashir Mhamtule	Security Guard	—,,—
201	Ramesh Digambar Haldankar	Security Supervisor	Pidilite Industries Ltd., Plot No. 19, M.I.D.C., Taloja, Tal. Panvel, Dist. Raigad.
202	Shrikrushna Dagduba Kale	Security Supervisor	—,,—
203	Shivaji Nagorao Sawant	Security Supervisor	—,,—
204	Ravindra Sheshrao Dhakane	Security Guard	—,,—
205	Sudhir Babanrao Jadhav	Security Guard	—,,—
206	Dinkar Banshi Barde	Security Guard	—,,—
207	Dnyanoba Ankush Deshmukh	Security Guard	—,,—
208	Sanjay Namdeo Korde	Security Guard	—,,—
209	Rajendra Vajinath Chate	Security Guard	—,,—
210	Suresh Mahadeo Salvi	Security Supervisor	Pidilite Industries Ltd., Plot No. 35, 36, M.I.D.C., Taloja, Tal. Roha, Dist.Raigad.
211	Rajesh Krushna Shirke	Security Guard	—,,—
212	Rajesh Pandurang Kat	Security Guard	—,,—
213	Harshal Subhash Bendale	Security Guard	—,,—
214	Sachin Narayan Divkar	Security Guard	—,,—
215	Sudhirkumar Banke Thakur	Security Supervisor	Dorf Ketel Chemicals (I) Ltd., PlotNo.J-11,M.I.D.C., Taloja, Tal. Panvel, Dist.Raigad.
216	Gopinath Gangurde	Security Guard	—,,—
217	Jugal Ambica Singh	Security Guard	—,,—
218	Pratik Madhukar Mali	Security Guard	—,,—

Schedule I—Concl'd.

(1)	(2)	(3)	(4)
219	Kisan Mahadeo Kharpude	Security Supervisor	Acuprint Systems, P. Box No. 55, Plot No. V-26, M.I.D.C., Taloja, Tal.Panvel, Dist.Raigad.
220	Tanaji Shivaji Gade	Security Guard	—,,—
221	Ashok Genbhau Takalkar	Security Guard	—,,—
222	Azad Narayan Gade	Security Guard	—,,—
223	Bhushan Ashok Manjre	Security Guard	—,,—
224	Jikria Mohammad Mhamtule	Security Supervisor	M. J. Biopharma Pvt. Ltd., Plot No. L-7, M.I.D.C., Taloja, Tal. Panvel, Dist. Raigad.
225	Balasaheb Narayan Ambade	Security Guard	—,,—
226	Suraj Suresh Rotkar	Security Guard	—,,—
227	Rakesh Ramchandra Chavarkar	Security Guard	—,,—

Note.—Government of Maharashtra does not take guarantee of any sort as regards to Security Guards. Principal Employers can employ these Private Security Guards at their own risk.

Schedule II

Conditions to be followed by the Employer Agency and Principal Employer

1. *Police Verification.*—Police Verification Certificates regarding antecedent of the guards as well as the employer of such guard is necessary. Licence under the Private Security Agency (Regulation) Act, 2005 is also compulsory on the part of Employer Agency.

2. *Training.*—Adequate training shall be imparted to the Security Guards before they are deployed.

3. *Educational Qualifications, Physical Fitness and other requirements.*—Educational, physical and other requirements for the Security Guards shall be as follows :—

Minimum Education Qualification : 8th Standard Passed.

Physical Requirements : (A) (1) Height — 162 cm.

(2) Weight — 50 kg.

(3) Chest — 79 cm. (Without Expansion) and 84 cm. (On Expansion)

(4) Sight — If wearing glasses, the glass should not have excess number.

(B) In case of tribal candidates, there will relaxation of 5 c.m. in height and 2 c.m. in chest.

4. *Benefits.*—Benefits for Security Guards shall be as follows :—

(a) *Uniform* : Two pairs in a year.

(b) *Shoes* : One pair of leather shoes in a year.

(c) *Rainy and Winter Uniform* : (Once in two years) Raincoat, Trousers and Cap, Woollen Coat and Pant.

5. *Wages and other statutory Benefits.*—Exempted Security Guard shall open his account in a Nationalised Bank and agency shall give crossed cheque to each Security Guard equivalent to his earned wages by 7th of every month. Statement showing details of wages paid in Form “C” shall be submitted to the Security Guards Board by 10th of every month.

The Agency shall give the following benefits to the Security Guards :—

Ex-Gratia : 10% of wages

Gratuity : 4% of wages

Leave with wages : 6% of wages

Paid Holidays : 1% of wages.

Contribution to be deposited with the Competent Authorities in respect of various statues such as Provident Fund, E.S.I. etc. applicable to the Principal Employer, shall be deposited by the Agency with such authority and challan thereof be submitted to the Board for information. The Security Guards Agency should give regular receipt to the Guard and submit a consolidated report of the abovesaid transactions to the Government, the Commissioner of Labour and the Security Guards Board every six months. In case of default, the Agency shall be held responsible and shall be liable for cancellation of exemption.

6. *Overtime Allowance.*—Overtime Allowance should not be less than double the rates of wages existing at that time on the analogy of the Security Guards deployed by the Security Guards Board. The ultimate responsibility in this respect lies on the concerned Principal Employer.

It is the responsibility of the Principal Employer to pay wages and provide benefits to the Security Guards. The Principal Employer, in turn, shall ensure that the guards deployed at his establishment are getting wages and benefits not less favourable than those available under the Scheme.

7. *Filling of Returns*—(a) *Quarterly Return*.—Agency to submit quarterly return to the Government, the Commissioner of Labour and Board in the first week of first month of the quarter (January, April, July and October) in respect of employment of Security Guards in Form “A” appended hereto.

(b) *Half Yearly Return*.—(1) Half Yearly Return in Form “B” appended hereto shall be submitted by the Agency in respect of Guards engaged, who have left and newly recruited to the Government, the Commissioner of Labour and Board.

(2) The Security Guard Agency should make regular contribution of employees’ Provident Fund and ESIC of the concerned Security Guards and give regular Receipts to the guard and submit a consolidated report of the above said transaction to the Government, the Commissioner of Labour and the Security Guards Board every six months.

(3) The Security Guard Agency should submit proof of the previous contributions of employees’ Provident Fund and ESIC within a period of three months from the date of publication of this Notification to the Government. Otherwise, the exemption given to the concerned Security Guards will be cancelled.

(c) *Annual Return*.—Every Agency shall submit at Annual Return of Income Tax, P.F., E.S.I. duly certified by Chartered Accountant, in Form-D on or before 30th of June of every year to the Government and the Board, alongwith copies of challans and other details.

8. *Enrollment of the Agency with the Board*.—The Agency should get itself enroll with the Board according to the provisions of Clause 13(2) of the Maharashtra Private Security Guards (Regulation of Employment and Welfare) Scheme, 2002, as an employer agency and shall register exempted Security Guards under Clause 14(3) of the Scheme applying in the Form devised by the Board by paying prescribed registration fee within a period of one month from the date of issuance of this Notification.

9. *Registration of Principal Employer of Employer Agency*.—The Principal Employer who is engaging exempted Security Guards of the agency shall get register with the Board as provided under Clause 13(1)(a) of the Scheme within 15 days from date of exempted Notification, applying in the Form devised by the Board by paying prescribed registration fee.

10. *Enrollment fees*.—While getting itself registered with the Board, the Agency should pay Registration Fee to the Board as per clause 17 of Maharashtra Private Security Guards (Regulation of Employment and Welfare) Scheme, 2002 within stipulated time.

11. *Registered Office*.—Every Agency shall have registered office which shall be notified to the Government, Commissioner of Labour and the Board. In case of change in address or change in name, the same shall be informed to the Government and to the Board alongwith documentary proof thereof within a period of 15 days from such change, so as to Government can issue Notification in respect thereof. Board shall take note of such changes after issuance of the Notification.

12. *Allotment of Guards*.—The Agency shall not allot their Security Guards to such Principal Employers who are registered with the Board. If agency deploys its Security Guards to such Principal Employer in that case exemption will be cancelled.

13. *Issue of Identity Cards/Attendance Card*.—Every Agency shall issue identity card, attendance card to Security Guards and Officers engaged and deployed by them.

14. *Payment of Legal Dues*.—Whenever a Security Guard leaves his job, it is obligatory on the part of the agency to pay all the legal dues to him and copy of the records thereof shall be submitted to the Board including gratuity and other legal dues.

15. *Employment with one principal Employer at a time.*—Every Agency shall also ensure that its Security Guards shall not work for more than one Principal Employer at a time.

16. If any Security Guard is asked to work beyond the radius of 50 kms. from his place of residence, the Employer Agency shall pay an allowance @ 20% of total emoluments of such Security Guard.

17. The Agency and Principal Employer is liable to abide with any other terms and conditions, which may be imposed in favour of Security Guard by the Government of Maharashtra or Board in future.

18. The exempted Security Guard Agency should pay levy @ 3% to the Board per month on wages paid to the Security Guards on or before 10th of every month. The agency should start paying such levy within the period of 1 month from the date of exemption Notification.

The employer agency who persistantly makes default in remitting the amount of 3% levy within the time limit specified as above, shall further pay by way of penalty, surcharge @ 10% of the amount to be remitted.

19. In case, the Principal Employer discontinues the exempted Security Guards due to expiry of agreement or due to any reason, in that case, the agency shall submit the details of such Principal Employers and the Security Guards to the Board within 7 days from such discontinuation. In such case the registration of the said Principal Employer shall stand cancelled. The agency shall also submit the details of Security Guards who have left the services due to any reason alongwith details of the Principal Employers to the Board and concerned Police Station within 7 (Seven) days. On receipt of the above details Board will cancel the registration of such exempted guards.

20. From the amount of the payment made by the Principal Employer to the Security Agency, the Security Guards will be paid at least an amount which has been fixed by the Board towards the wages and all the statutory benefits towards Provident Fund, E.S.I.C., Payment of Bonus, leave with wages, leave on national holidays etc. or the same shall be the amount equivalent to 56% of the gross payment made by the Principal Employer to the Security Agency, whichever is higher.

21. The Principal Employer will pay to the agency on a *prorata* basis for the reliever who would be relieving the Security Guard in case of his weekly off or the amount paid to the reliever shall be 10% of the basic wages, or whichever is higher.

22. The amounts of levy to be deposited to the Security Guards Board, the cost of training of the Security Guards, the cost of supervision, administration of profits of the agency the total cost of which will not exceed more than 30% of the total amount paid by the Principal Employer to the agency.

23. The Service Tax will be levied on the total mandatory cost mentioned herein above at the rate which is in force at any given point of time.

24. In addition to this uniform will be provided to the Security Guards. For this purpose an amount of 4% per annum should be delineate.

25. Wages of the Security Guards will be paid not later than 7th of every next month.

Breach of any of above conditions by the employer agency shall make employer agency liable for cancellation or revocation of the exemption granted under this notification.

It shall be the responsibility of the Principal Employer to see that the terms, conditions and rules are followed scrupulously and in case the agency fails to grant the benefits to the exempted Security Guards as per the conditions of Notification the Principal Employer will be held responsible to pay the same to the exempted Security Guards.

FORM 'A'

Quarterly Return to be filed by the Agency

Quarterly Return for the months

Date :

(January-March

April-June

July-September

October-December) :

Name and Address of the Agency :

Notification No. and Date :

Registration No. of Agency with the Board :

Serial Number	Number and Address of the Principal Employer	Location of Security Guards deployed	Name and Category of the Guards
(1)	(2)	(3)	(4)

Authorised Signatory,
(Name and Designation).

FORM 'B'

Half Yearly Return to be submitted by Security Guards Agency

Period of Return : January to June/

Date :

July to December

Name and Address of the Agency :

Notification No. and Date :

Registration No. of Agency with the Board :

Serial No.	Name and Address of Principal Employer	Total No. of Security Guards engaged Categorywise	No. of Security Guards who have left the Security Guards Agency Categorywise	Number of Security Guards Newly Recruited Categorywise
(1)	(2)	(3)	(4)	(5)

Authorised Signatory,
(Name and Designation).

FORM 'C'

Statement to be submitted to the Security Guards Board regarding disbursement of wages

Disbursement of wages for the month of :

Name and Address of the Principal Employer :

Name of the Bank (Branch and Address) :

Serial No.	Name of the Security Guard	No. and Date of the Cheque	Amount
(1)	(2)	(3)	(4)

Authorised Signatory,
(Name and Designation).

FORM 'D'

Annual Return to be submitted by Security Guards Agency

Period of Return :

Date :

Name and Address of the Agency :

Notification No. and Date :

Registration No. of Agency with the Board :

Serial No.	Months (April to March)	Total No. of Security Guard engaged	Total Wages Paid to the Security Guard	The Wages on which the P.F. Contribution is deducted	3% Levy Submitted to Board
(1)	(2)	(3)	(4)	(5)	(6)

Authorised Signatory,
(Name and Designation).

By order and in the name of the Governor of Maharashtra,

N. D. THORVE,
Section Officer.

१५९

 सोमवार, डिसेंबर ९, २०१३/अग्रहायण १८, शके १९३५

उद्योग, ऊर्जा व कामगार विभाग

मंत्रालय, मुंबई ४०० ०३२, दिनांक ९ डिसेंबर २०१३

अधिसूचना

महाराष्ट्र खाजगी सुरक्षा रक्षक (नोकरीचे नियमन व कल्याण) अधिनियम, १९८१.

क्रमांक एसजीए. २०१३/प्र.क्र. ४६६/कामगार-५.—ज्याअर्थी, ज्यांची नावे यासोबत जोडलेल्या अनुसूची एकच्या स्तंभ (२) मध्ये नमूद केलेली आहेत अशा विविक्षित सुरक्षा रक्षकांना (यात यापुढे ज्यांचा उल्लेख “ उक्त सुरक्षा रक्षक ” असा करण्यात आला आहे), उक्त अनुसूची एकच्या स्तंभ (४) मध्ये नमूद केलेल्या मुख्य मालकांकडे कामावर ठेवलेले आहे, अशा मे. नाझ एजन्सी (पुणे जिल्ह्याकरिता), पहिला मजला, डबीर पार्क, एस. बी. आय. एटीएमच्या वर, मु.पो. ता. रोहा, पीन ४०२ १०९, जिल्हा रायगड, महाराष्ट्र व मालक श्री. अब्बास अहमद आनवारे, यांनी महाराष्ट्र खाजगी सुरक्षा रक्षक (नोकरीचे नियमन व कल्याण) अधिनियम, १९८१ (१९८१ चा महा. ५८) याच्या कलम २३ अन्वये, उक्त अधिनियमाच्या सर्व तरतुदी आणि महाराष्ट्र खाजगी सुरक्षा रक्षक (नोकरीचे नियमन व कल्याण) योजना, २००२ (यात यापुढे ज्याचा उल्लेख “ उक्त योजना ” असा करण्यात आला आहे) याच्या अंमलबजावणीतून सूट मिळण्यासाठी अर्ज केला आहे ;

आणि ज्याअर्थी, सल्लागार समितीशी विचारविनिमय केल्यानंतर व उक्त सुरक्षा रक्षकांना मिळत असलेल्या लाभांची पडताळणी केल्यानंतर, त्यांना मिळत असणारे लाभ हे उक्त अधिनियमाद्वारे व त्या अधिनियमान्वये आणि उक्त योजनेद्वारे व तदन्वये तरतूद केलेल्या लाभांपेक्षा एकंदरीत पाहता कमी फायदेशीर नाहीत, असे महाराष्ट्र शासनाचे मत झालेले आहे.

त्याअर्थी, आता, महाराष्ट्र खाजगी सुरक्षा रक्षक (नोकरीचे नियमन व कल्याण) अधिनियम, १९८१ याच्या कलम २३ अन्वये प्रदान केलेल्या अधिकारांचा वापर करून, महाराष्ट्र शासन याद्वारे उक्त अधिनियमाच्या व उक्त योजनेच्या सर्व तरतुदींच्या अंमलबजावणीतून उक्त खाजगी सुरक्षा रक्षकांना, यासोबत जोडलेल्या अनुसूची दोनमध्ये विनिर्दिष्ट केलेल्या शर्तीच्या अधीन राहून, महाराष्ट्र शासन राजपत्रात ही अधिसूचना प्रसिद्ध केल्याच्या दिनांकापासून तीन वर्षांच्या कालावधीसाठी सूट देत आहे.

अनुसूची १

अ.क्र. (१)	सुरक्षा रक्षकाचे नाव (२)	वर्ग (३)	मुख्य मालकाचे नाव व पत्ता (४)
१	गुलाब जगन्नाथ ठिगळे	सुरक्षा पर्यवेक्षक	मे. रिहाऊ पॉलिमर्स प्रा. लि. पाबळ रोड, राजगुरुनगर, ता. खेड, जि. पुणे.
२	गणपत दौलत पाचर्णे	सुरक्षा रक्षक	—,—
३	कालिदास रघुनाथ गायकवाड	सुरक्षा रक्षक	—,—
४	जयवंत दशरथ सोनावणे	सुरक्षा रक्षक	—,—
५	विलास आनंदराव ठिगळे	सुरक्षा रक्षक	—,—
६	विलास नाना हुंडारे	सुरक्षा रक्षक	—,—
७	रोहिदास सोपान डुंबरे	सुरक्षा रक्षक	—,—
८	ज्ञानदेव किसन गाडे	सुरक्षा रक्षक	—,—
९	विवेक सुरेश गायकवाड	सुरक्षा रक्षक	—,—
१०	धोंडिभाऊ श्रीपती पाचर्णे	सुरक्षा रक्षक	—,—
११	पुरुषोत्तम केशवराव पदमपल्ले	सुरक्षा पर्यवेक्षक	मे. रिको इंडस्ट्रिज लि. मरकल, गट नं. १४४, १४५, मु. पो. धनोरे, ता. खेड, जि. पुणे.
१२	कुंडलिक बापुराव ढगे	सुरक्षा रक्षक	—,—
१३	रमेश दामोदर साळुंखे	सुरक्षा रक्षक	—,—
१४	भरत सुदामराव टाक	सुरक्षा रक्षक	—,—
१५	बाळासाहेब काकासाहेब खेडकर	सुरक्षा रक्षक	—,—

टीप.—महाराष्ट्र शासन या सुरक्षा रक्षकांबाबत कोणत्याही प्रकारची हमी घेत नाही. मुख्य मालक स्वतःच्या जबाबदारीवर सुरक्षा रक्षकांना कामे देऊ शकतात.

अनुसूची २

मालक एजन्सीने व मुख्य मालकांनी पाळावयाच्या शर्ती

१. **पोलीस तपासणी.**— सुरक्षा रक्षकांच्या तसेच एजन्सीच्या मालकांच्या पूर्वइतिहासाबाबत पोलीस पडताळणी दाखला तसेच एजन्सीकडे केंद्र शासनाच्या खाजगी सुरक्षा रक्षक (नियमन) कायदा, २००५ अंतर्गत परवाना असणे आवश्यक असेल.

२. **प्रशिक्षण.**— सुरक्षा रक्षकांना नियुक्त करण्यापूर्वी पुरेसे प्रशिक्षण देणे आवश्यक असेल.

३. **शैक्षणिक, शारीरिक आणि इतर पात्रता.**— सुरक्षा रक्षकांची शैक्षणिक व शारीरिक पात्रता पुढीलप्रमाणे असेल :—

किमान शैक्षणिक पात्रता.— इयत्ता ८ वी उत्तीर्ण.

शारीरिक पात्रता.— (अ) (१) उंची - १६२ सें.मी.

(२) वजन - ५० किलो

(३) छाती - न फुगवता - ७९ सें.मी.

फुगवून - ८४ सें.मी.

(४) नजर - दृष्टी चष्मा असल्यास नंबर जास्त नसावा.

(ब) आदिवासी उमेदवारांना उंचीमध्ये ५ सें.मी. व छातीमध्ये २ सें.मी. ची सवलत देण्यात यावी.

४. **लाभ.**— सुरक्षा रक्षकांना पुढील लाभ मिळतील :—

(अ) गणवेश प्रत्येक वर्षाला २ जोड.

(ब) चामडी बूट प्रत्येक वर्षात १ जोड.

(क) पावसाळी व हिवाळी गणवेश— (२ वर्षांतून एकदा) रेनकोट, ट्राऊझर, टोपी, वूलन कोट व पॅट.

५. **वेतन व इतर कायदेशीर सवलती.**— सूट दिलेल्या सुरक्षा रक्षकाने राष्ट्रीयीकृत बँकेमध्ये आपले खाते उघडावे व मालक एजन्सीने मुख्य मालकाकडे तैनात केलेल्या सुरक्षा रक्षकांच्या देय वेतनाच्या रकमेइतका रेखांकित धनादेश ७ तारखेपर्यंत वैयक्तिकरित्या सुरक्षा रक्षकास द्यावा. सुरक्षा रक्षकास दिलेल्या वेतनाबाबतचे सविस्तर तपशील नमुना “क” मधील विवरणपत्रामध्ये भरून सुरक्षा रक्षक मंडळास दर महिन्याच्या १० तारखेपर्यंत पाठवावे. मालक एजन्सीने खाली दर्शविल्याप्रमाणे लाभ सुरक्षा रक्षकांना द्यावेत :—

सानुग्रह अनुदान	:	वेतनाच्या १० टक्के
उपदान	:	वेतनाच्या ४ टक्के
भरपगारी रजा	:	वेतनाच्या ६ टक्के
भरपगारी सुट्टी	:	वेतनाच्या १ टक्का

सुरक्षा रक्षकांना लागू असलेल्या भविष्यनिर्वाह निधी व कामगार राज्य विमा योजना यांच्या वजाती मालक एजन्सीने परस्पर संबंधित प्राधिकरणाकडे जमा कराव्यात आणि त्यांचे चलन माहितीसाठी मंडळास सादर करावे. मालक एजन्सीने भरणा केलेल्या भविष्यनिर्वाह निधी व कामगार राज्य विमा योजनेच्या वजातीबाबतच्या पावत्या/चलन सुरक्षा रक्षकांना नियमितपणे देऊन त्या संदर्भातील एकत्रित तपशील शासनास, कामगार आयुक्त कार्यालयास व सुरक्षा रक्षक मंडळास प्रत्येक ६ महिन्यांनी सादर करावा, असे न केल्यास मालक एजन्सीला जबाबदार धरून दिलेली सूट रद्द करण्यात येईल.

६. **अतिकालिक भत्ता.**— सुरक्षा रक्षकांना मिळणारा अतिकालिक भत्ता हा मंडळाने नोंदीत सुरक्षा रक्षकांसाठी निश्चित केलेल्या वेतन दराच्या दुप्पट दरापेक्षा कमी नसावा, याबाबत संबंधित मुख्य मालकाची अंतिम जबाबदारी राहिल.

सुरक्षा रक्षकांना देय वेतन व लाभ देणे मुख्य मालकांची जबाबदारी असून मुख्य मालकाने त्यांच्याकडे तैनात करण्यात आलेल्या सुरक्षा रक्षकांना अधिनियम आणि योजनेतील तरतुदीनुसार वेतन व लाभ मिळत आहेत याची खात्री करून घेणे बंधनकारक असेल.

७. **विवरणपत्र सादर करणे.— (अ) त्रैमासिक विवरणपत्र.**—मालक एजन्सीजने सुरक्षा रक्षकांच्या नियुक्तीबाबतचे त्रैमासिक विवरणपत्र प्रत्येक त्रैमासिकाच्या (जानेवारी, एप्रिल, जुलै व ऑक्टोबर महिन्याच्या) पहिल्या आठवड्यात सोबत जोडलेल्या नमुना “अ” मध्ये शासन, कामगार आयुक्त आणि सुरक्षा रक्षक मंडळास सादर करावे.

(ब) सहामाही विवरणपत्र.— (१) नियुक्त केलेल्या, नोकरी सोडून गेलेल्या आणि नव्याने भरती केलेल्या सुरक्षा रक्षकांबाबतचे विवरणपत्र दर ६ महिन्यांनी सोबत जोडलेल्या नमुना “ब” मध्ये शासन, कामगार आयुक्त आणि सुरक्षा रक्षक मंडळ यांना एजन्सीने सादर करावे.

(२) भविष्यनिर्वाह निधी व राज्य कामगार विमा योजनेची वर्गणी एजन्सीने नियमित भरून संबंधित सुरक्षा रक्षकांना त्यासंबंधी वेळोवेळी पावत्या द्याव्यात व दर सहा महिन्यात तसे केल्याबाबतचा अहवाल शासनास, कामगार आयुक्त व सुरक्षा रक्षक मंडळास द्यावा.

(३) यापूर्वीच्या भविष्यनिर्वाह निधीच्या रकमा व राज्य कामगार विमा योजनेची वर्गणी भरल्याबाबतचा पुरावा शासनाकडे सदर अधिसूचना निर्गमित झाल्यापासून तीन महिन्यांच्या आत सादर करावा. अन्यथा संबंधित सुरक्षा रक्षकांना देण्यात आलेली सूट रद्द करण्यात येईल.

(क) वार्षिक विवरणपत्र.— प्रत्येक मालक एजन्सीने, सनदी लेखापाल यांनी प्रमाणित केलेले वार्षिक विवरणपत्र सोबत जोडलेल्या नमुना “ड” मध्ये दरवर्षी ३० जून पर्यंत शासनास तसेच मंडळास सादर करावे. ज्यात एजन्सीने भरलेला आयकर, सुरक्षा रक्षकांचा जमा केलेला भविष्य निर्वाह निधी व कामगार राज्य विमा याबाबतच्या चलनाच्या प्रती व इतर तपशील असेल.

८. **एजन्सीची व सूट प्राप्त सुरक्षा रक्षकांची मंडळाकडे नोंदणी.**— अधिसूचनेच्या दिनांकापासून एक महिन्याच्या कालावधीत उक्त मंडळाकडे महाराष्ट्र खाजगी सुरक्षा रक्षक (नोकरीचे नियमन व कल्याण) योजना, २००२ च्या खंड १३(२) व १४(३) मधील तरतुदीनुसार एजन्सीजने स्वतःची मालक म्हणून आणि त्यांच्याकडील सूट प्राप्त सुरक्षा रक्षकांची विहित नमुन्यातील अर्ज व शुल्क भरून मंडळात नोंदणी करून घ्यावी.

९. **एजन्सीच्या मुख्य मालकांची मंडळाकडे नोंदणी.**— सूट प्राप्त सुरक्षा रक्षकांच्या एजन्सीमार्फत सुरक्षा रक्षक नियुक्त करणाऱ्या मुख्य मालकाने अधिसूचनेच्या दिनांकापासून १५ दिवसांचे आत योजनेच्या खंड १३(१)(अ) अन्वये स्वतःची मंडळात विहित नमुन्यातील अर्ज व शुल्क भरून नोंदणी करून घ्यावी.

१०. **नोंदणी शुल्क.**— एजन्सीने तसेच सूट प्राप्त सुरक्षा रक्षकाने मंडळाकडे नोंदणी करतेवेळी महाराष्ट्र खाजगी सुरक्षा रक्षक (नोकरीचे नियमन व कल्याण) योजना, २००२ च्या खंड १७ मधील तरतुदीनुसार मंडळाकडे विहित कालावधीत आवश्यक ते नोंदणी शुल्क भरले पाहिजे.

११. **नोंदणीकृत कार्यालय.**— एजन्सीचे नोंदणीकृत कार्यालय असावे आणि त्याबाबतची माहिती एजन्सीने शासन, कामगार आयुक्त व मंडळास द्यावी. नोंदणीकृत कार्यालयाचा पत्ता बदलल्यास अथवा एजन्सीच्या नावात बदल झाल्यास १५ दिवसांचे आत बदलाबाबतच्या आवश्यक त्या कागदोपत्री पुराव्यासह शासनास व मंडळास कळवावे, जेणेकरून शासन सुधारित अधिसूचना जारी करील. सुधारित अधिसूचना जारी झाल्यानंतर मंडळ झालेल्या बदलांची नोंद घेईल.

१२. **सुरक्षा रक्षकांची नियुक्ती.**— उक्त मंडळाकडे ज्या मुख्य मालकांची नोंदणी झाली आहे आणि/किंवा जे उक्त मुख्य मालक मंडळाच्या सुरक्षा रक्षकांच्या सेवेचा लाभ घेत आहेत अशा मुख्य मालकांकडे एजन्सी त्यांचेकडील सुरक्षा रक्षक नेमणार नाही. अशाप्रकारे सुरक्षा रक्षक नेमल्यास मालक एजन्सीला जबाबदार धरून दिलेली सूट रद्द करण्यात येईल.

१३. **ओळखपत्र व हजेरी कार्ड देणे.**— खाजगी सुरक्षा रक्षक एजन्सी त्यांचेकडील सुरक्षा रक्षकांना व अधिकाऱ्यांना नियुक्त केल्यापासून ३० दिवसांच्या आत ओळखपत्र व हजेरीकार्ड देईल.

१४. **कायदेशीर देणी अदा करणे.**— सुरक्षा रक्षक ज्यावेळी एजन्सीची नोकरी सोडतील, त्यावेळी त्यांना देय असलेली सर्व कायदेशीर देणी (उपदान व इतर कायदेशीर देणी) एजन्सीने अदा करून त्याबाबत झालेल्या व्यवहारांच्या प्रती मंडळाकडे सादर करणे एजन्सीला बंधनकारक राहील.

१५. **एकावेळी एकाच मुख्य मालकाकडे नोकरी.**— सुरक्षा रक्षक एकावेळी एकापेक्षा अधिक मुख्य मालकाकडे काम करणार नाही. याबाबत प्रत्येक सुरक्षा रक्षक एजन्सीने खात्री करून घेतली पाहिजे.

१६. **एखाद्या सुरक्षा रक्षकास त्याच्या निवासस्थानापासून ५० कि.मी. पेक्षा अधिक अंतरावर काम करण्यासाठी पाठविल्यास मालक एजन्सीने त्याच्या एकूण वेतनाच्या २० टक्के रक्कम त्याला भत्ता म्हणून द्यावी.**

१७. **सुरक्षा रक्षकांच्या फायद्यांसंदर्भात शासनाने किंवा मंडळाने भविष्यकाळात घातलेल्या अटी व शर्तीचे पालन करणे एजन्सीला, तसेच मुख्य मालकाला बंधनकारक राहील.**

१८. मालक एजन्सीने त्यांच्या सुरक्षा रक्षकांना सूट प्राप्त झाल्यानंतर, सुरक्षा रक्षकांच्या वेतनाच्या ३% एवढी लेव्ही दरमहा १० तारखेपर्यंत मंडळास देय राहिल. सदर लेव्ही अधिसूचना निर्गमित झाल्याच्या दिनांकापासून १ महिन्याच्या आत मंडळाकडे जमा करणे अनिवार्य राहिल. मंडळाने विनिर्दिष्ट केलेल्या कालमर्यादेत लेव्हीची रक्कम भरण्यात जे नियोक्ता अभिकरण सातत्याने कसूर करील ते नियोक्ता अभिकरण मंडळाने भरणा करण्यास निर्धारित केलेल्या रकमेच्या १०%हून अधिक असणार नाही इतका अधिभार दंडाच्या रूपाने मंडळाकडे भरील.

१९. मालक एजन्सीमार्फत सुरक्षा रक्षक नियुक्त करणाऱ्या मुख्य मालकाने करार संपुष्टात आल्यानंतर वा इतर कोणत्याही कारणामुळे सुरक्षा रक्षकांची सेवा घेणे बंद केले असल्यास सेवा खंडीत केल्याच्या दिनांकापासून ७ दिवसांच्या आत अशा मुख्य मालकाची व तेथून कमी केलेल्या सुरक्षा रक्षकांची नावे व तपशील मालक एजन्सी मंडळास सादर करील. अशा मुख्य मालकाची अधिसूचनेनुसार घेतलेली मंडळातील नोंदणी रद्द होईल. तसेच मालक एजन्सीकडून नोकरी सोडून गेलेल्या सुरक्षा रक्षकांची नावे व तपशील मालक एजन्सी मंडळास व नजीकच्या पोलीस ठाण्यास ७ दिवसांच्या आत सादर करील. अशाप्रकारे नोकरी सोडून गेलेल्या सुरक्षा रक्षकांची नोंदणी मंडळ रद्द करील.

२०. मुख्य मालकाकडून सुरक्षा रक्षकांच्या कामाच्या मोबदल्यापोटी एजन्सीकडे जमा होणाऱ्या रकमेपैकी, मंडळाने सुरक्षा रक्षकांच्या वेतनापोटी निश्चित केलेली रक्कम तसेच सर्व वैधानिक रकमा जसे भविष्य निर्वाह निधी, कामगार राज्य विमा योजना, बोनस प्रदान, रजा वेतन, राष्ट्रीय सुट्ट्यांचे वेतन यासाठी विनियमित केले जाईल निदान इतकी रक्कम किंवा मुख्य मालकाने एजन्सीला अदा केलेल्या रकमेच्या ५६% इतकी रक्कम किंवा यापैकी जी अधिक असेल ती सुरक्षा रक्षक एजन्सीनी सुरक्षा रक्षकांना अदा करणे आवश्यक आहे.

२१. सुरक्षा रक्षकांना साप्ताहिक सुट्टी उपभोगण्याकरिता कार्यमुक्त करणाऱ्या सुरक्षा रक्षकांचे वेतन मुख्य मालक एजन्सीला अदा करील. हे वेतन यथा प्रमाण पद्धतीवर आधारित असेल व ही रक्कम मूळ वेतनाच्या १०% अथवा जी अधिक असेल इतकी असेल.

२२. सुरक्षा रक्षक मंडळामध्ये जमा करावयाची लेव्ही, सुरक्षा रक्षकांच्या प्रशिक्षणासाठीचा खर्च, देखरेखीवरील खर्च, तसेच एजन्सीचा प्रशासकीय खर्च व नफा या सर्व गोष्टींचा खर्च हा मुख्य मालकाने एजन्सीकडे जमा केलेल्या एकूण रकमेच्या ३०% रकमेपेक्षा जास्त नसावा.

२३. उपरोक्त अनिवार्य लादलेल्या खर्चावर नियमानुसार सेवाकर आकारला जाईल व सेवाकर त्या त्या वेळी अंमलात असलेल्या दरानुसार असेल.

२४. या व्यतिरिक्त सुरक्षा रक्षकांना गणवेश दिला जाईल व त्यासाठी ४% रक्कम दरवर्षी राखीव ठेवण्यात येईल.

२५. सुरक्षा रक्षकांना त्यांचे वेतन पुढील महिन्याच्या सात तारखेपर्यंत देण्यात यावे.

वरीलपैकी कोणत्याही शर्तीचे मालक एजन्सीने उल्लंघन केल्यास त्यांना देण्यात आलेली सूट रद्द करण्यात येईल किंवा काढून टाकण्यात येईल.

अटी, शर्ती व नियमांचे तंतोतंत पालन होण्याबाबतची जबाबदारी मुख्य मालकाची असेल. अधिसूचनेतील तरतुदीनुसार सुरक्षा रक्षकांना एजन्सीने फायदे दिले नसल्यास सूट प्राप्त सुरक्षा रक्षकांना सदर फायदे देण्याची जबाबदारी मुख्य मालकाची असेल.

नमुना “ अ ”

सुरक्षा रक्षक एजन्सीने सादर करावयाचे त्रैमासिक विवरणपत्र

विवरणपत्राचा कालावधी :

दिनांक :

जानेवारी-मार्च,

एप्रिल-जून,

जुलै-सप्टेंबर,

ऑक्टोबर-डिसेंबर

एजन्सीचे नाव व पत्ता :

अधिसूचना क्रमांक व दिनांक :

एजन्सीचा मंडळातील नोंदणी क्रमांक :

अनु- क्रमांक (१)	मुख्य मालकाचे नाव व पत्ता (२)	सुरक्षा रक्षकांच्या नियुक्तीचे ठिकाण (३)	सुरक्षा रक्षकांचे नाव व वर्ग (४)
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प्राधिकृत स्वाक्षरीकर्ता,

(नाव व हुद्दा).

नमुना “ ब ”

सुरक्षा रक्षक एजन्सीने सादर करावयाचे सहामाही विवरणपत्र

विवरणपत्राचा कालावधी :

दिनांक :

जानेवारी-जून/जुलै-डिसेंबर

एजन्सीचे नाव व पत्ता :

अधिसूचना क्रमांक व दिनांक :

एजन्सीचा मंडळातील नोंदणी क्रमांक :

अ. क्र.	मुख्य मालकाचे नाव व पत्ता	नियुक्त केलेल्या सुरक्षा रक्षकांची वर्गनिहाय एकूण संख्या	सुरक्षा रक्षक एजन्सी सोडून गेलेल्या सुरक्षा रक्षकांची वर्गनिहाय संख्या	नव्याने भरती झालेल्या सुरक्षा रक्षकांची वर्गनिहाय संख्या
(१)	(२)	(३)	(४)	(५)

प्राधिकृत स्वाक्षरीकर्ता,

(नाव व हुद्दा).

नमुना “क”

एजन्सीने वेतन प्रदानाबाबत सुरक्षा रक्षक मंडळास सादर करावयाचे विवरणपत्र

वेतन प्रदानाचा महिना :

दिनांक :

मुख्य मालकाचे नाव व पत्ता :

बँकेचे नाव (शाखा व पत्ता) :

अनु- क्रमांक (१)	सुरक्षा रक्षकाचे नाव (२)	धनादेश क्रमांक व दिनांक (३)	रक्कम (४)
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प्राधिकृत स्वाक्षरीकर्ता,

(नाव व हुद्दा).

नमुना “ड”

सुरक्षा रक्षक एजन्सीने सादर करावयाचे वार्षिक विवरणपत्र

वार्षिक विवरणपत्राचे आर्थिक वर्ष :

दिनांक :

एजन्सीचे नाव व पत्ता :

अधिसूचना क्रमांक व दिनांक :

एजन्सीचा मंडळातील नोंदणी क्रमांक :

अ. क्र.	महिने (एप्रिल ते मार्च)	नियुक्त केलेल्या सुरक्षा रक्षकांची संख्या	सुरक्षा रक्षकांना अदा केलेले एकूण वेतन	भविष्य निर्वाह निधी ज्यावर कपात केली आहे असे वेतन	मंडळाकडे जमा केलेली ३ टक्के लेव्ही रक्कम
(१)	(२)	(३)	(४)	(५)	(६)

प्राधिकृत स्वाक्षरीकर्ता,

(नाव व हुद्दा).

महाराष्ट्राचे राज्यपाल यांच्या आदेशानुसार व नावाने,

ना. द. थोरवे,

कार्यासन अधिकारी.

In pursuance of clause (3) of Article 348 of the Constitution of India, the following translation in English of the Government Notification, Industries, Energy and Labour Department, No. SGA. 1513/CR-466/LAB-5, dated the 9th December 2013 is hereby published under the authority of the Governor.

By order and in the name of the Governor of Maharashtra,

A. G. ASWALE,
Joint Secretary to Government.

INDUSTRIES, ENERGY AND LABOUR DEPARTMENT
Mantralaya, Mumbai 400 032, dated the 9th December 2013

NOTIFICATION

MAHARASHTRA PRIVATE SECURITY GUARDS (REGULATION OF EMPLOYMENT AND WELFARE) ACT, 1981.

No. SGA. 2013/CR-466/LAB-5.— Whereas certain Security Gaurds whose names are mentioned in Column (2) of Schedule-I appended hereto (hereinafter referred to as “the said Security Guards”), employed with the Principal Employer mentioned in Column (4) of the said Schedule-I, employed by M/s. Naaz Agency (Pune District), 1st Floor, Dabir Park, Above S.B.I. ATM, At-Post and Tal-Roha, District Raigad 402 109, Maharashtra and the owners Shri Abbas Ahmad Anware have applied for grant of exemption under Section 23 of the Maharashtra Private Security Guards (Regulation of Employment and Welfare) Act, 1981 (Mah. LVIII of 1981) from the operation of all provisions of the said Act and the Maharashtra Private Security Guards (Regulation of Employment and Welfare) Scheme, 2002 (hereinafter referred to as “the said Scheme”) ;

And whereas, the Government of Maharashtra, after consultation with the Advisory Committee and after verification of the benefits enjoyed by the said Security Guards is of the opinion that they are in enjoyment of benefits, which are on the whole not less favourable to them than the benefits provided by and under the said Act and the said Scheme.

Now, therefore, in exercise of powers conferred by Section 23 of the Maharashtra Private Security Guards (Regulation of Employment and Welfare) Act, 1981, the Government of Maharashtra hereby exempts the said Security Guards from operations of all provisions of the said Act and the said Scheme, for a period of three years from the date of publication of this notification in *Official Gazette*, subject to conditions specified in Schedule II appended hereto :—

Schedule-I

Sr. No. (1)	Name of Security Guards (2)	Class (3)	Name and address of Principal Employer (4)
1	Gulab Jagannath Thigale	Security Supervisor	Rehau Polymers Pvt. Ltd., Pabal Road, Rajgurunagar Tal. Khed, Dist. Pune.
2	Ganpat Daulat Pacharne	Security Guard	—,,—
3	Kalidas Raghunath Gikwad	Security Guard	—,,—
4	Jaywant Dashrath Sonavane	Security Guard	—,,—
5	Vilas Anandrao Thigale	Security Guard	—,,—
6	Vilas Nana Hundare	Security Guard	—,,—
7	Rohidas Sopan Dumbre	Security Guard	—,,—
8	Dnandeo Kisan Gade	Security Guard	—,,—
9	Vivek Suresh Gaikwad	Security Guard	—,,—
10	Dhondibhau Shripati Pacharne	Security Guard	—,,—
11	Purushottam Keshavrao Padampalle	Security Supervisor	Rieco Industries Ltd., Markal, Gat No.144, 145, At/PO: Dhanore, Tal. Khed, Dist. Pune.
12	Kundalik Bapurao Dhage	Security Guard	—,,—
13	Ramesh Damodar Salunkhe	Security Guard	—,,—
14	Bharat Sudamrao Tak	Security Guard	—,,—
15	Balasaheb Kakasaheb Khedkar	Security Guard	—,,—

Note.—Government of Maharashtra does not take guarantee of any sort as regards to Security Guards. Principal Employers can employ these Private Security Guards at their own risk.

Schedule-II

Conditions to be followed by the Employer Agency and Principal Employer

1. *Police Verification.*—Police Verification Certificates regarding antecedent of the guards as well as the employer of such guard is necessary. Licence under the Private Security Agency (Regulation) Act, 2005 is also compulsory on the part of Employer Agency.

2. *Training.*—Adequate training shall be imparted to the Security Guards before they are deployed.

3. *Educational Qualifications, Physical Fitness and other requirements.*—Educational, physical and other requirements for the Security Guards shall be as follows :—

Minimum Education Qualification : 8th Standard Passed.

Physical Requirements (A) (1) Height — 162 cm.

(2) Weight — 50 kg.

(3) Chest — 79 cm. (Without Expansion) and 84 cm. (On Expansion)

(4) Sight — If wearing glasses, the glass should not have excess number.

(B) In case of tribal candidates, there will relaxation of 5 cm. in height and 2 cm. in chest.

4. *Benefits.*—Benefits for Security Guards shall be as follows :—

(a) *Uniform* : Two pairs in a year.

(b) *Shoes* : One pair of leather shoes in a year.

(c) *Rainy and Winter Uniform* : (Once in two years) Raincoat, Trousers and Cap, Woollen Coat and Pant.

5. *Wages and other statutory Benefits.*—Exempted Security Guard shall open his account in a Nationalised Bank and agency shall give crossed cheque to each Security Guard equivalent to his earned wages by 7th of every month. Statement showing details of wages paid in Form “C” shall be submitted to the Security Guards Board by 10th of every month.

The Agency shall give the following benefits to the Security Guards :—

Ex-Gratia : 10% of wages

Gratuity : 4% of wages

Leave with wages : 6% of wages

Paid Holidays : 1% of wages.

Contribution to be deposited with the Competent Authorities in respect of various statues such as Provident Fund, E.S.I. etc. applicable to the Principal Employer, shall be deposited by the Agency with such authority and challan thereof be submitted to the Board for information. The Security Guards Agency should give regular receipt to the Guard and submit a consolidated report of the abovesaid transactions to the Government, the Commissioner of Labour and the Security Guards Board every six months. In case of default, the Agency shall be held responsible and shall be liable for cancellation of exemption.

6. *Overtime Allowance.*—Overtime Allowance should not be less than double the rates of wages existing at that time on the analogy of the Security Guards deployed by the Security Guards Board. The ultimate responsibility in this respect lies on the concerned Principal Employer.

It is the responsibility of the Principal Employer to pay wages and provide benefits to the Security Guards. The Principal Employer, in turn, shall ensure that the guards deployed at his establishment are getting wages and benefits not less favourable than those available under the Scheme.

7. *Filling of Returns*—(a) *Quarterly Return*.—Agency to submit quarterly return to the Government, the Commissioner of Labour and Board in the first week of first month of the quarter (January, April, July and October) in respect of employment of Security Guards in Form “A” appended hereto.

(b) *Half Yearly Return*.—(1) Half Yearly Return in Form “B” appended hereto shall be submitted by the Agency in respect of Guards engaged, who have left and newly recruited to the Government, the Commissioner of Labour and Board.

(2) The Security Guard Agency should make regular contribution of employees’ Provident Fund and ESIC of the concerned Security Guards and give regular Receipts to the guard and submit a consolidated report of the above said transaction to the Government, the Commissioner of Labour and the Security Guards Board every six months.

(3) The Security Guard Agency should submit proof of the previous contributions of employees’ Provident Fund and ESIC within a period of three months from the date of publication of this Notification to the Government. Otherwise, the exemption given to the concerned Security Guards will be cancelled.

(c) *Annual Return*.—Every Agency shall submit at Annual Return of Income Tax, P.F., E.S.I. duly certified by Chartered Accountant, in Form-D on or before 30th of June of every year to the Government and the Board, alongwith copies of challans and other details.

8. *Enrollment of the Agency with the Board*.—The Agency should get itself enroll with the Board according to the provisions of Clause 13(2) of the Maharashtra Private Security Guards (Regulation of Employment and Welfare) Scheme, 2002, as an employer agency and shall register exempted Security Guards under Clause 14(3) of the Scheme applying in the Form devised by the Board by paying prescribed registration fee within a period of one month from the date of issuance of this Notification.

9. *Registration of Principal Employer of Employer Agency*.—The Principal Employer who is engaging exempted Security Guards of the agency shall get register with the Board as provided under Clause 13(1)(a) of the Scheme within 15 days from date of exempted Notification, applying in the Form devised by the Board by paying prescribed registration fee.

10. *Enrollment fees*.—While getting itself registered with the Board, the Agency should pay Registration Fee to the Board as per clause 17 of Maharashtra Private Security Guards (Regulation of Employment and Welfare) Scheme, 2002 within stipulated time.

11. *Registered Office*.—Every Agency shall have registered office which shall be notified to the Government, Commissioner of Labour and the Board. In case of change in address or change in name, the same shall be informed to the Government and to the Board along with documentary proof thereof within a period of 15 days from such change, so as to Government can issue Notification in respect thereof. Board shall take note of such changes after issuance of the Notification.

12. *Allotment of Guards*.—The Agency shall not allot their Security Guards to such Principal Employers who are registered with the Board. If agency deploys its Security Guards to such Principal Employer in that case exemption will be cancelled.

13. *Issue of Identity Cards/Attendance Card*.—Every Agency shall issue identity card, attendance card to Security Guards and Officers engaged and deployed by them.

14. *Payment of Legal Dues*.—Whenever a Security Guard leaves his job, it is obligatory on the part of the agency to pay all the legal dues to him and copy of the records thereof shall be submitted to the Board including gratuity and other legal dues.

15. *Employment with one principal Employer at a time.*—Every Agency shall also ensure that its Security Guards shall not work for more than one Principal Employer at a time.

16. If any Security Guard is asked to work beyond the radius of 50 kms. from his place of residence, the Employer Agency shall pay an allowance @ 20% of total emoluments of such Security Guard.

17. The Agency and Principal Employer is liable to abide with any other terms and conditions, which may be imposed in favour of Security Guard by the Government of Maharashtra or Board in future.

18. The exempted Security Guard Agency should pay levy @ 3% to the Board per month on wages paid to the Security Guards on or before 10th of every month. The agency should start paying such levy within the period of one month from the date of exemption Notification.

The employer agency who persistantly makes default in remitting the amount of 3% levy within the time limit specified as above, shall further pay by way of penalty, surcharge @ 10% of the amount to be remitted.

19. In case, the Principal Employer discontinues the exempted Security Guards due to expiry of agreement or due to any reason, in that case, the agency shall submit the details of such Principal Employers and the Security Guards to the Board within 7 days from such discontinuation. In such case the registration of the said Principal Employer shall stand cancelled. The agency shall also submit the details of Security Guards who have left the service due to any reason alongwith details of the Principal Employers to the Board and concerned Police Station within 7 (Seven) days. On receipt of the above details Board will cancel the registration of such exempted guards.

20. From the amount of the payment made by the Principal Employer to the Security Agency, the Security Guards will be paid at least an amount which has been fixed by the Board towards the wages and all the statutory benefits towards Provident Fund, E.S.I.C., Payment of Bonus, Leave with Wages, Leave on National Holidays etc. or the same shall be the amount equivalent to 56% of the gross payment made by the Principal Employer to the Security Agency, whichever is higher.

21. The Principal Employer will pay to the agency on a prorata basis for the reliever who would be relieving the Security Guard in case of his weekly off or the amount paid to the reliever shall be 10% of the basic wages, or whichever is higher.

22. The amount of levy to be deposited to the Security Guards Board, the cost of training of the Security Guards, the cost of supervision, administration of profits of the agency the total cost of which will not exceed more than 30% of the total amount paid by the Principal Employer to the agency.

23. The Service Tax will be levied on the total mandatory cost mentioned herein above at the rate which is in force at any given point of time.

24. In addition to this uniform will be provided to the Security Guards. For this purpose an amount of 4% per annum should be delineate.

25. Wages of the Security Guards will be paid not later than 7th of every next month.

Breach of any of above conditions by the employer agency shall make employer agency liable for cancellation or revocation of the exemption granted under this notification.

It shall be the responsibility of the Principal Employer to see that the terms, conditions and rules are followed scrupulously and in case the agency fails to grant the benefits to the exempted Security Guards as per the conditions of Notification the Principal Employer will be held responsible to pay the same to the exempted Security Guards.

FORM 'A'

Quarterly Return to be filed by the Agency

Quarterly Return for the months

Date :

(January-March

April-June

July-September

October-December) :

Name and Address of the Agency :

Notification No. and Date :

Registration No. of Agency with the Board :

Serial No.	Number and Address of the Principal Employer	Location of Security Guards Deployed	Name and Category of the Guards
(1)	(2)	(3)	(4)

Authorised Signatory,
(Name and Designation).

FORM 'B'

Half Yearly Return to be submitted by Security Guards Agency

Period of Return : January to June /

Date :

July to December

Name and Address of the Agency :

Notification No. and Date :

Registration No. of Agency with the Board :

Serial No.	Name and Address of Principal Employer	Total No. of Security Guards engaged Categorywise	No. of Security Guards who have left the Security Guards Agency Categorywise	Number of Security Guards Newly Recruited Categorywise
(1)	(2)	(3)	(4)	(5)

Authorised Signatory,
(Name and Designation).

FORM 'C'

**Statement to be submitted to the Security Guards Board regarding
disbursement of wages**

Disbursement of wages for the month of :

Name and Address of the Principal Employer :

Name of the Bank (Branch and Address) :

Serial No.	Name of the Security Guard	No. and Date of the Cheque	Amount
(1)	(2)	(3)	(4)

Authorised Signatory,
(Name and Designation).

FORM 'D'

Annual Return to be submitted by Security Guards Agency

Period of Annual Return :

Date :

Name and Address of the Agency :

Notification No. and Date :

Registration No. of Agency with the Board :

Serial No.	Months (April to March)	Total No. of Security Guard engaged	Total Wages Paid to the Security Guard	The Wages on which the P.F. Contribution is deducted	3% Levy Submitted to the Board
(1)	(2)	(3)	(4)	(5)	(6)

Authorised Signatory,
(Name and Designation).

By order and in the name of the Governor of Maharashtra,

N. D. THORVE,
Section Officer.

१६०

सोमवार, डिसेंबर ९, २०१३/अग्रहायण १८, शके १९३५

उद्योग, ऊर्जा व कामगार विभाग

मंत्रालय, मुंबई ४०० ०३२, दिनांक ९ डिसेंबर २०१३

अधिसूचना

महाराष्ट्र खाजगी सुरक्षा रक्षक (नोकरीचे नियमन व कल्याण) अधिनियम, १९८१.

क्रमांक एसजीए. २०१३/प्र.क्र. ४६७/कामगार-५.—ज्याअर्थी, ज्यांची नावे यासोबत जोडलेल्या अनुसूची १ च्या स्तंभ (२) मध्ये नमूद केलेली आहेत अशा विविक्षित सुरक्षा रक्षकांना (यात यापुढे ज्यांचा उल्लेख “ उक्त सुरक्षा रक्षक ” असा करण्यात आला आहे), उक्त अनुसूची १ च्या स्तंभ (४) मध्ये नमूद केलेल्या मुख्य मालकांकडे कामावर ठेवलेले आहे, अशा मे. नाझ एजन्सी (बृहन्मुंबई आणि ठाणे जिल्ह्याकरिता), पहिला मजला, डबीर पार्क, एस. बी. आय. एटीएमच्या वर, मु. पो. ता. रोहा, पिन ४०२ १०९, जिल्हा रायगड, महाराष्ट्र व मालक श्री. अब्बास अहमद आनवारे, यांनी महाराष्ट्र खाजगी सुरक्षा रक्षक (नोकरीचे नियमन व कल्याण) अधिनियम, १९८१ (१९८१ चा महा. ५८) याच्या कलम २३ अन्वये, उक्त अधिनियमाच्या सर्व तरतुदी आणि महाराष्ट्र खाजगी सुरक्षा रक्षक (नोकरीचे नियमन व कल्याण) योजना, २००२ (यात यापुढे ज्याचा उल्लेख “ उक्त योजना ” असा करण्यात आला आहे) याच्या अंमलबजावणीतून सूट मिळण्यासाठी अर्ज केला आहे ;

आणि ज्याअर्थी, सल्लागार समितीशी विचारविनिमय केल्यानंतर व उक्त सुरक्षा रक्षकांना मिळत असलेल्या लाभांची पडताळणी केल्यानंतर, त्यांना मिळत असणारे लाभ हे उक्त अधिनियमाद्वारे व त्या अधिनियमान्वये आणि उक्त योजनेद्वारे व तदन्वये तरतूद केलेल्या लाभांपेक्षा एकंदरीत पाहता कमी फायदेशीर नाहीत, असे महाराष्ट्र शासनाचे मत झालेले आहे.

त्याअर्थी, आता, महाराष्ट्र खाजगी सुरक्षा रक्षक (नोकरीचे नियमन व कल्याण) अधिनियम, १९८१ याच्या कलम २३ अन्वये प्रदान केलेल्या अधिकारांचा वापर करून, महाराष्ट्र शासन याद्वारे उक्त अधिनियमाच्या व उक्त योजनेच्या सर्व तरतुदींच्या अंमलबजावणीतून उक्त खाजगी सुरक्षा रक्षकांना, यासोबत जोडलेल्या अनुसूची २ मध्ये विनिर्दिष्ट केलेल्या शर्तीच्या अधीन राहून, **महाराष्ट्र शासन राजपत्रात** ही अधिसूचना प्रसिद्ध केल्याच्या दिनांकापासून तीन वर्षांच्या कालावधीसाठी सूट देत आहे.

अनुसूची १

अ.क्र. (१)	सुरक्षा रक्षकाचे नाव (२)	वर्ग (३)	मुख्य मालकाचे नाव व पत्ता (४)
१	रामकेवाल लक्ष्मीनारायण मिश्रा	सुरक्षा पर्यवेक्षक	मे. पॉझिटिव्ह पॅकेजिंग इंडस्ट्रिज लि., प्लॉट नं. २१/१, चिखलोली, एम. आय. डी. सी., कल्याण-बदलापूर रोड, अंबरनाथ (पश्चिम), जि. ठाणे, ४२१ ५०५.
२	अशोक छानची पाणिग्रही	सुरक्षा पर्यवेक्षक	-”-
३	संतोष सिताराम अस्नोटकर	सुरक्षा पर्यवेक्षक	-”-
४	दिपक रामचंद्र सोनावळे	सुरक्षा रक्षक	-”-
५	राजकुमार शिवराम फणसेकर	सुरक्षा रक्षक	-”-
६	वसंत दिगंबर धुमाळ	सुरक्षा रक्षक	-”-
७	चंद्रकांत सिताराम कदम	सुरक्षा रक्षक	-”-
८	दिपक शांताराम जाधव	सुरक्षा रक्षक	-”-
९	शांताराम भिकाजी रेणोसे	सुरक्षा रक्षक	-”-

टीप.—महाराष्ट्र शासन या सुरक्षा रक्षकांबाबत कोणत्याही प्रकारची हमी घेत नाही. मुख्य मालक स्वतःच्या जबाबदारीवर सुरक्षा रक्षकांना कामे देऊ शकतात.

अनुसूची २

मालक एजन्सीने व मुख्य मालकांनी पाळावयाच्या शर्ती

१. **पोलीस तपासणी.**— सुरक्षा रक्षकांच्या तसेच एजन्सीच्या मालकांच्या पूर्वइतिहासाबाबत पोलीस पडताळणी दाखला तसेच एजन्सीकडे केंद्र शासनाच्या खाजगी सुरक्षा रक्षक (नियमन) कायदा, २००५ अंतर्गत परवाना असणे आवश्यक असेल.

२. **प्रशिक्षण.**— सुरक्षा रक्षकांना नियुक्त करण्यापूर्वी पुरेसे प्रशिक्षण देणे आवश्यक असेल.

३. **शैक्षणिक, शारीरिक आणि इतर पात्रता.**— सुरक्षा रक्षकांची शैक्षणिक व शारीरिक पात्रता पुढीलप्रमाणे असेल :—

किमान शैक्षणिक पात्रता.— इयत्ता ८ वी उत्तीर्ण.

शारीरिक पात्रता.— (अ) (१) उंची - १६२ सें.मी.

(२) वजन - ५० किलो

(३) छाती - न फुगवता - ७९ सें.मी.

फुगवून - ८४ सें.मी.

(४) नजर - दृष्टी चष्मा असल्यास नंबर जास्त नसावा.

(ब) आदिवासी उमेदवारांना उंचीमध्ये ५ सें.मी. व छातीमध्ये २ सें.मी. ची सवलत देण्यात यावी.

४. **लाभ.**— सुरक्षा रक्षकांना पुढील लाभ मिळतील :—

(अ) गणवेश प्रत्येक वर्षाला २ जोड.

(ब) चामडी बूट प्रत्येक वर्षात १ जोड.

(क) पावसाळी व हिवाळी गणवेश— (२ वर्षांतून एकदा) रेनकोट, ट्राऊझर, टोपी, वूलन कोट व पॅट.

५. **वेतन व इतर कायदेशीर सवलती.**— सूट दिलेल्या सुरक्षा रक्षकाने राष्ट्रीयीकृत बँकेमध्ये आपले खाते उघडावे व मालक एजन्सीने मुख्य मालकाकडे तैनात केलेल्या सुरक्षा रक्षकांच्या देय वेतनाच्या रकमेइतका रेखांकित धनादेश ७ तारखेपर्यंत वैयक्तिकरित्या सुरक्षा रक्षकास द्यावा. सुरक्षा रक्षकास दिलेल्या वेतनाबाबतचे सविस्तर तपशील नमुना “क” मधील विवरणपत्रामध्ये भरून सुरक्षा रक्षक मंडळास दर महिन्याच्या १० तारखेपर्यंत पाठवावे. मालक एजन्सीने खाली दर्शविल्याप्रमाणे लाभ सुरक्षा रक्षकांना द्यावेत :—

सानुग्रह अनुदान	:	वेतनाच्या १० टक्के
उपदान	:	वेतनाच्या ४ टक्के
भरपगारी रजा	:	वेतनाच्या ६ टक्के
भरपगारी सुट्टी	:	वेतनाच्या १ टक्का

सुरक्षा रक्षकांना लागू असलेल्या भविष्यनिर्वाह निधी व कामगार राज्य विमा योजना यांच्या वजाती मालक एजन्सीने परस्पर संबंधित प्राधिकरणाकडे जमा कराव्यात आणि त्यांचे चलन माहितीसाठी मंडळास सादर करावे. मालक एजन्सीने भरणा केलेल्या भविष्यनिर्वाह निधी व कामगार राज्य विमा योजनेच्या वजातीबाबतच्या पावत्या/चलन सुरक्षा रक्षकांना नियमितपणे देऊन त्या संदर्भातील एकत्रित तपशील शासनास, कामगार आयुक्त कार्यालयास व सुरक्षा रक्षक मंडळास प्रत्येक ६ महिन्यांनी सादर करावा, असे न केल्यास मालक एजन्सीला जबाबदार धरून दिलेली सूट रद्द करण्यात येईल.

६. **अतिकालिक भत्ता.**— सुरक्षा रक्षकांना मिळणारा अतिकालिक भत्ता हा मंडळाने नोंदीत सुरक्षा रक्षकांसाठी निश्चित केलेल्या वेतन दराच्या दुप्पट दरापेक्षा कमी नसावा. याबाबत संबंधित मुख्य मालकाची अंतिम जबाबदारी राहिल.

सुरक्षा रक्षकांना देय वेतन व लाभ देणे मुख्य मालकांची जबाबदारी असून मुख्य मालकाने त्यांच्याकडे तैनात करण्यात आलेल्या सुरक्षा रक्षकांना अधिनियम आणि योजनेतील तरतुदीनुसार वेतन व लाभ मिळत आहेत याची खात्री करून घेणे बंधनकारक असेल.

७. **विवरणपत्र सादर करणे.— (अ) त्रैमासिक विवरणपत्र.**—मालक एजन्सीजने सुरक्षा रक्षकांच्या नियुक्तीबाबतचे त्रैमासिक विवरणपत्र प्रत्येक त्रैमासिकाच्या (जानेवारी, एप्रिल, जुलै व ऑक्टोबर महिन्याच्या) पहिल्या आठवड्यात सोबत जोडलेल्या नमुना “अ” मध्ये शासन, कामगार आयुक्त आणि सुरक्षा रक्षक मंडळास सादर करावे.

(ब) **सहामाही विवरणपत्र.**— (१) नियुक्त केलेल्या, नोकरी सोडून गेलेल्या आणि नव्याने भरती केलेल्या सुरक्षा रक्षकांबाबतचे विवरणपत्र दर ६ महिन्यांनी सोबत जोडलेल्या नमुना “ब” मध्ये शासन, कामगार आयुक्त आणि सुरक्षा रक्षक मंडळ यांना एजन्सीने सादर करावे.

(२) भविष्यनिर्वाह निधी व राज्य कामगार विमा योजनेची वर्गणी एजन्सीने नियमित भरून संबंधित सुरक्षा रक्षकांना त्यासंबंधी वेळोवेळी पावत्या द्याव्यात व दर सहा महिन्यात तसे केल्याबाबतचा अहवाल शासनास, कामगार आयुक्त व सुरक्षा रक्षक मंडळास द्यावा.

(३) यापूर्वीच्या भविष्यनिर्वाह निधीच्या रकमा व राज्य कामगार विमा योजनेची वर्गणी भरल्याबाबतचा पुरावा शासनाकडे सदर अधिसूचना निर्गमित झाल्यापासून तीन महिन्यांच्या आत सादर करावा. अन्यथा संबंधित सुरक्षा रक्षकांना देण्यात आलेली सूट रद्द करण्यात येईल.

(क) **वार्षिक विवरणपत्र.**— प्रत्येक मालक एजन्सीने, सनदी लेखापाल यांनी प्रमाणित केलेले वार्षिक विवरणपत्र सोबत जोडलेल्या नमुना “ड” मध्ये दरवर्षी ३० जून पर्यंत शासनास तसेच मंडळास सादर करावे. ज्यात एजन्सीने भरलेला आयकर, सुरक्षा रक्षकांचा जमा केलेला भविष्य निर्वाह निधी व कामगार राज्य विमा याबाबतच्या चलनाच्या प्रती व इतर तपशील असेल.

८. **एजन्सीची व सूट प्राप्त सुरक्षा रक्षकांची मंडळाकडे नोंदणी.**— अधिसूचनेच्या दिनांकापासून एक महिन्याच्या कालावधीत उक्त मंडळाकडे महाराष्ट्र खाजगी सुरक्षा रक्षक (नोकरीचे नियमन व कल्याण) योजना, २००२ च्या खंड १३(२) व १४(३) मधील तरतुदीनुसार एजन्सीजने स्वतःची मालक म्हणून आणि त्यांच्याकडील सूट प्राप्त सुरक्षा रक्षकांची विहित नमुन्यातील अर्ज व शुल्क भरून मंडळात नोंदणी करून घ्यावी.

९. **एजन्सीच्या मुख्य मालकांची मंडळाकडे नोंदणी.**— सूट प्राप्त सुरक्षा रक्षकांच्या एजन्सीमार्फत सुरक्षा रक्षक नियुक्त करणाऱ्या मुख्य मालकाने अधिसूचनेच्या दिनांकापासून १५ दिवसांचे आत योजनेच्या खंड १३(१)(अ) अन्वये स्वतःची मंडळात विहित नमुन्यातील अर्ज व शुल्क भरून नोंदणी करून घ्यावी.

१०. **नोंदणी शुल्क.**— एजन्सीने तसेच सूट प्राप्त सुरक्षा रक्षकाने मंडळाकडे नोंदणी करतेवेळी महाराष्ट्र खाजगी सुरक्षा रक्षक (नोकरीचे नियमन व कल्याण) योजना, २००२ च्या खंड १७ मधील तरतुदीनुसार मंडळाकडे विहित कालावधीत आवश्यक ते नोंदणी शुल्क भरले पाहिजे.

११. **नोंदणीकृत कार्यालय.**— एजन्सीचे नोंदणीकृत कार्यालय असावे आणि त्याबाबतची माहिती एजन्सीने शासन, कामगार आयुक्त व मंडळास द्यावी. नोंदणीकृत कार्यालयाचा पत्ता बदलल्यास अथवा एजन्सीच्या नावात बदल झाल्यास १५ दिवसांचे आत बदलाबाबतच्या आवश्यक त्या कागदोपत्री पुराव्यासह शासनास व मंडळास कळवावे, जेणेकरून शासन सुधारित अधिसूचना जारी करील. सुधारित अधिसूचना जारी झाल्यानंतर मंडळ झालेल्या बदलांची नोंद घेईल.

१२. **सुरक्षा रक्षकांची नियुक्ती.**— उक्त मंडळाकडे ज्या मुख्य मालकांची नोंदणी झाली आहे आणि/किंवा जे उक्त मुख्य मालक मंडळाच्या सुरक्षा रक्षकांच्या सेवेचा लाभ घेत आहेत अशा मुख्य मालकांकडे एजन्सी त्यांचेकडील सुरक्षा रक्षक नेमणार नाही. अशाप्रकारे सुरक्षा रक्षक नेमल्यास मालक एजन्सीला जबाबदार धरून दिलेली सूट रद्द करण्यात येईल.

१३. **ओळखपत्र व हजेरी कार्ड देणे.**— खाजगी सुरक्षा रक्षक एजन्सी त्यांचेकडील सुरक्षा रक्षकांना व अधिकाऱ्यांना नियुक्त केल्यापासून ३० दिवसांच्या आत ओळखपत्र व हजेरीकार्ड देईल.

१४. **कायदेशीर देणी अदा करणे.**— सुरक्षा रक्षक ज्यावेळी एजन्सीची नोकरी सोडतील, त्यावेळी त्यांना देय असलेली सर्व कायदेशीर देणी (उपदान व इतर कायदेशीर देणी) एजन्सीने अदा करून त्याबाबत झालेल्या व्यवहारांच्या प्रती मंडळाकडे सादर करणे एजन्सीला बंधनकारक राहील.

१५. **एकावेळी एकाच मुख्य मालकाकडे नोकरी.**— सुरक्षा रक्षक एकावेळी एकापेक्षा अधिक मुख्य मालकांकडे काम करणार नाही. याबाबत प्रत्येक सुरक्षा रक्षक एजन्सीने खात्री करून घेतली पाहिजे.

१६. **एखाद्या सुरक्षा रक्षकास त्याच्या निवासस्थानापासून ५० कि.मी. पेक्षा अधिक अंतरावर काम करण्यासाठी पाठविल्यास मालक एजन्सीने त्याच्या एकूण वेतनाच्या २० टक्के रक्कम त्याला भत्ता म्हणून द्यावी.**

१७. **सुरक्षा रक्षकांच्या फायद्यांसंदर्भात शासनाने किंवा मंडळाने भविष्यकाळात घातलेल्या अटी व शर्तीचे पालन करणे एजन्सीला, तसेच मुख्य मालकाला बंधनकारक राहील.**

१८. मालक एजन्सीने त्यांच्या सुरक्षा रक्षकांना सूट प्राप्त झाल्यानंतर, सुरक्षा रक्षकांच्या वेतनाच्या ३ टक्के एवढी लेव्ही दरमहा १० तारखेपर्यंत मंडळास देय राहिल. सदर लेव्ही अधिसूचना निर्गमित झाल्याच्या दिनांकापासून १ महिन्याच्या आत मंडळाकडे जमा करणे अनिवार्य राहिल.

मंडळाने विनिर्दिष्ट केलेल्या कालमर्यादेत लेव्हीची रक्कम भरण्यात जे नियोक्ता अभिकरण सातत्याने कसूर करील ते नियोक्ता अभिकरण मंडळाने भरणा करण्यास निर्धारित केलेल्या रकमेच्या १० टक्केहून अधिक असणार नाही इतका अधिभार दंडाच्या रुपाने मंडळाकडे भरील.

१९. मालक एजन्सीमार्फत सुरक्षा रक्षक नियुक्त करणाऱ्या मुख्य मालकाने करार संपुष्टात आल्यानंतर वा इतर कोणत्याही कारणामुळे सुरक्षा रक्षकांची सेवा घेणे बंद केले असल्यास सेवा खंडीत केल्याच्या दिनांकापासून ७ दिवसांच्या आत अशा मुख्य मालकाची व तेथून कमी केलेल्या सुरक्षा रक्षकांची नावे व तपशील मालक एजन्सी मंडळास सादर करील. अशा मुख्य मालकाची अधिसूचनेनुसार घेतलेली मंडळातील नोंदणी रद्द होईल. तसेच मालक एजन्सीकडून नोकरी सोडून गेलेल्या सुरक्षा रक्षकांची नावे व तपशील मालक एजन्सी मंडळास व नजीकच्या पोलीस ठाण्यास ७ दिवसांच्या आत सादर करील. अशाप्रकारे नोकरी सोडून गेलेल्या सुरक्षा रक्षकांची नोंदणी मंडळ रद्द करील.

२०. मुख्य मालकाकडून सुरक्षा रक्षकांच्या कामाच्या मोबदल्यापोटी एजन्सीकडे जमा होणाऱ्या रकमेपैकी, मंडळाने सुरक्षा रक्षकांच्या वेतनापोटी निश्चित केलेली रक्कम तसेच सर्व वैधानिक रकमा जसे भविष्य निर्वाह निधी, कामगार राज्य विमा योजना, बोनस प्रदान, रजा वेतन, राष्ट्रीय सुट्ट्यांचे वेतन यासाठी विनियमित केले जाईल निदान इतकी रक्कम किंवा मुख्य मालकाने एजन्सीला अदा केलेल्या रकमेच्या ५६ टक्के इतकी रक्कम किंवा यापैकी जी अधिक असेल ती सुरक्षा रक्षक एजन्सीनी सुरक्षा रक्षकांना अदा करणे आवश्यक आहे.

२१. सुरक्षा रक्षकांना साप्ताहिक सुट्टी उपभोगण्याकरिता कार्यमुक्त करणाऱ्या सुरक्षा रक्षकांचे वेतन मुख्य मालक एजन्सीला अदा करील. हे वेतन यथा प्रमाण पद्धतीवर आधारित असेल व ही रक्कम मूळ वेतनाच्या १० टक्के अथवा जी अधिक असेल इतकी असेल.

२२. सुरक्षा रक्षक मंडळामध्ये जमा करावयाची लेव्ही, सुरक्षा रक्षकांच्या प्रशिक्षणासाठीचा खर्च, देखरेखीवरील खर्च, तसेच एजन्सीचा प्रशासकीय खर्च व नफा या सर्व गोष्टींचा खर्च हा मुख्य मालकाने एजन्सीकडे जमा केलेल्या एकूण रकमेच्या ३० टक्के रकमेपेक्षा जास्त नसावा.

२३. उपरोक्त अनिवार्य लादलेल्या खर्चावर नियमानुसार सेवाकर आकारला जाईल व सेवाकर त्या त्या वेळी अंमलात असलेल्या दरानुसार असेल.

२४. या व्यतिरिक्त सुरक्षा रक्षकांना गणवेश दिला जाईल व त्यासाठी ४ टक्के रक्कम दरवर्षी राखीव ठेवण्यात येईल.

२५. सुरक्षा रक्षकांना त्यांचे वेतन पुढील महिन्याच्या सात तारखेपर्यंत देण्यात यावे.

वरीलपैकी कोणत्याही शर्तीचे मालक एजन्सीने उल्लंघन केल्यास त्यांना देण्यात आलेली सूट रद्द करण्यात येईल किंवा काढून टाकण्यात येईल.

अटी, शर्ती व नियमांचे तंतोतंत पालन होण्याबाबतची जबाबदारी मुख्य मालकाची असेल. अधिसूचनेतील तरतुदीनुसार सुरक्षा रक्षकांना एजन्सीने फायदे दिले नसल्यास सूट प्राप्त सुरक्षा रक्षकांना सदर फायदे देण्याची जबाबदारी मुख्य मालकाची असेल.

नमुना “ अ ”

सुरक्षा रक्षक एजन्सीने सादर करावयाचे त्रैमासिक विवरणपत्र

विवरणपत्राचा कालावधी : (जानेवारी-मार्च, /एप्रिल-जून, /

दिनांक :

जुलै-सप्टेंबर, /ऑक्टोबर-डिसेंबर)

एजन्सीचे नाव व पत्ता :

अधिसूचना क्रमांक व दिनांक :

एजन्सीचा मंडळातील नोंदणी क्रमांक :

अनु- क्रमांक (१)	मुख्य मालकाचे नाव व पत्ता (२)	सुरक्षा रक्षकांच्या नियुक्तीचे ठिकाण (३)	सुरक्षा रक्षकांचे नाव व वर्ग (४)
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प्राधिकृत स्वाक्षरीकर्ता,

(नाव व हुद्दा).

नमुना “ ब ”

सुरक्षा रक्षक एजन्सीने सादर करावयाचे सहामाही विवरणपत्र

विवरणपत्राचा कालावधी : (जानेवारी ते जून/जुलै ते डिसेंबर)

दिनांक :

एजन्सीचे नाव व पत्ता :

अधिसूचना क्रमांक व दिनांक :

एजन्सीचा मंडळातील नोंदणी क्रमांक :

अ. क्र.	मुख्य मालकाचे नाव व पत्ता	नियुक्त केलेल्या सुरक्षा रक्षकांची वर्गनिहाय एकूण संख्या	सुरक्षा रक्षक एजन्सी सोडून गेलेल्या सुरक्षा रक्षकांची वर्गनिहाय संख्या	नव्याने भरती झालेल्या सुरक्षा रक्षकांची वर्गनिहाय संख्या
(१)	(२)	(३)	(४)	(५)

प्राधिकृत स्वाक्षरीकर्ता,

(नाव व हुद्दा).

नमुना “क”

एजन्सीने वेतन प्रदानाबाबत सुरक्षा रक्षक मंडळास सादर करावयाचे विवरणपत्र

वेतन प्रदानाचा महिना :

दिनांक :

मुख्य मालकाचे नाव व पत्ता :

बँकेचे नाव (शाखा व पत्ता) :

अनु- क्रमांक (१)	सुरक्षा रक्षकाचे नाव (२)	धनादेश क्रमांक व दिनांक (३)	रक्कम (४)
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प्राधिकृत स्वाक्षरीकर्ता,

(नाव व हुद्दा).

नमुना “ड”

सुरक्षा रक्षक एजन्सीने सादर करावयाचे वार्षिक विवरणपत्र

वार्षिक विवरणपत्राचे आर्थिक वर्ष :

दिनांक :

एजन्सीचे नाव व पत्ता :

अधिसूचना क्रमांक व दिनांक :

एजन्सीचा मंडळातील नोंदणी क्रमांक :

अ. क्र.	महिने (एप्रिल ते मार्च)	नियुक्त केलेल्या सुरक्षा रक्षकांची संख्या	सुरक्षा रक्षकांना अदा केलेले एकूण वेतन	भविष्य निर्वाह निधी ज्यावर कपात केली आहे असे वेतन	मंडळाकडे जमा केलेली ३ टक्के लेव्ही रक्कम
(१)	(२)	(३)	(४)	(५)	(६)

प्राधिकृत स्वाक्षरीकर्ता,

(नाव व हुद्दा).

महाराष्ट्राचे राज्यपाल यांच्या आदेशानुसार व नावाने,

ना. द. थोरवे,
कार्यासन अधिकारी.

In pursuance of clause (3) of Article 348 of the Constitution of India, the following translation in English of the Government Notification, Industries, Energy and Labour Department, No. SGA. 2013/CR-467/LAB-5, dated the 9th December 2013 is hereby published under the authority of the Governor.

By order and in the name of the Governor of Maharashtra,

A. G. ASWALE,
Joint Secretary to Government.

INDUSTRIES, ENERGY AND LABOUR DEPARTMENT
Mantralaya, Mumbai 400 032, dated the 9th December 2013

NOTIFICATION

MAHARASHTRA PRIVATE SECURITY GUARDS (REGULATION OF EMPLOYMENT AND WELFARE) ACT, 1981.

No. SGA. 2013/CR-466/LAB-5.— Whereas, certain Security Gaurds whose names are mentioned in Column (2) of Schedule-I appended hereto (hereinafter referred to as “the said Security Guards”), employed with the Principal Employer mentioned in Column (4) of the said Schedule-I, employed by M/s. Naaz Agency (Brihnmumbai and Thane District), 1st Floor, Dabir Park, Above S.B.I. ATM, At- Post and Tal-Roha, District Raigad 402 109, Maharashtra and the owner Shri Abbas Ahamad Anware have applied for grant of exemption, under Section 23 of the Maharashtra Private Security Guards (Regulation of Employment and Welfare) Act, 1981 (Mah. LVIII of 1981) from the operation of all provisions of the said Act and the Maharashtra Private Security Guards (Regulation of Employment and Welfare) Scheme, 2002 (hereinafter referred to as “the said Scheme”) ;

And whereas, the Government of Maharashtra, after consultation with the Advisory Committee and after verification of the benefits enjoyed by the said Security Guards is of the opinion that they are in enjoyment of benefits, which are on the whole not less favourable to them than the benefits provided by and under the said Act and the said Scheme.

Now, therefore, in exercise of powers conferred by Section 23 of the Maharashtra Private Security Guards (Regulation of Employment and Welfare) Act, 1981, the Government of Maharashtra hereby exempts the said Security Guards from operations of all provisions of the said Act and the said Scheme, for a period of three years from the date of publication of this notification in *Official Gazette*, subject to conditions specified in Schedule II appended hereto.

Schedule I

Sr. No. (1)	Name of Security Guards (2)	Class (3)	Name of Principal Employer and address (4)
1	Ramakwal Laxminarayan Mishra	Security Supervisor	Positive Packaging Industries Ltd., Plot No. 21/1, Chikhholi, M.I.D.C., Kalyan Badlapur Road, Ambernath (West), Dist. Thane 421 505.
2	Ashok Chhanchitra Panigrahi	Security Supervisor	—”—
3	Santosh Sitaram Asnotkar	Security Supervisor	—”—
4	Dipak Ramchandra Sonavale	Security Guard	—”—
5	Rajkumar Shivram Phansekar	Security Guard	—”—
6	Vasant Digambar Dhumal	Security Guard	—”—
7	Chandrakant Sitaram Kadam	Security Guard	—”—
8	Deepak Shantaram Jadhav	Security Guard	—”—
9	Shantaram Bhikaji Renose	Security Guard	—”—

Note.—Government of Maharashtra does not take guarantee of any sort as regards to Security Guards. Principal Employers can employ these Private Security Guards at their own risk.

Schedule-II

Conditions to be followed by the Employer Agency and Principal Employer

1. *Police Verification.*—Police Verification Certificates regarding antecedent of the guards as well as the employer of such guard is necessary. Licence under the Private Security Agency (Regulation) Act, 2005 is also compulsory on the part of Employer Agency.

2. *Training.*—Adequate training shall be imparted to the Security Guards before they are deployed.

3. *Educational Qualifications, Physical Fitness and other requirements.*—Educational, physical and other requirements for the Security Guards shall be as follows :—

Minimum Education Qualification : 8th Standard Passed.

Physical Requirements (A) (1) Height.— 162 c.m.

(2) Weight.— 50 kg.

(3) Chest.— 79 c.m. (Without Expansion) and 84 c.m. (On Expansion)

(4) Sight.— If wearing glasses, the glass should not have excess number.

(B) In case of tribal candidates, there will relaxation of 5 c.m. in height and 2 c.m. in chest.

4. *Benefits.*—Benefits for Security Guards shall be as follows :—

(a) *Uniform* : Two pairs in a year.

(b) *Shoes* : One pair of leather shoes in a year.

(c) *Rainy and Winter Uniform* : (Once in two years) Raincoat, Trousers and Cap, Woollen Coat and Pant.

5. *Wages and other statutory Benefits.*—Exempted Security Guard shall open his account in a Nationalised Bank and agency shall give crossed cheque to each Security Guard equivalent to his earned wages by 7th of every month. Statement showing details of wages paid in Form “C” shall be submitted to the Security Guards Board by 10th of every month.

The Agency shall give the following benefits to the Security Guards :—

Ex-Gratia : 10% of wages

Gratuity : 4% of wages

Leave with wages : 6% of wages

Paid Holidays : 1% of wages.

Contribution to be deposited with the Competent Authorities in respect of various statues such as Provident Fund, E.S.I. etc. applicable to the Principal Employer, shall be deposited by the Agency with such authority and challan thereof be submitted to the Board for information. The Security Guards Agency should give regular receipt to the Guard and submit a consolidated report of the abovesaid transactions to the Government, the Commissioner of Labour and the Security Guards Board every six months. In case of default, the Agency shall be held responsible and shall be liable for cancellation of exemption.

6. *Overtime Allowance.*—Overtime Allowance should not be less than double the rates of wages existing at that time on the analogy of the Security Guards deployed by the Security Guards Board. The ultimate responsibility in this respect lies on the concerned Principal Employer.

It is the responsibility of the Principal Employer to pay wages and provide benefits to the Security Guards. The Principal Employer, in turn, shall ensure that the guards deployed at his establishment are getting wages and benefits not less favourable than those available under the Scheme.

7. *Filling of Returns*—(a) *Quarterly Return*.—Agency to submit quarterly return to the Government, the Commissioner of Labour and Board in the first week of first month of the quarter (January, April, July and October) in respect of employment of Security Guards in Form “A” appended hereto.

(b) *Half Yearly Return*.—(1) Half Yearly Return in Form “B” appended hereto shall be submitted by the Agency in respect of Guards engaged, who have left and newly recruited to the Government, the Commissioner of Labour and Board.

(2) The Security Guard Agency should make regular contribution of employees’ Provident Fund and ESIC of the concerned Security Guards and give regular Receipts to the guard and submit a consolidated report of the above said transaction to the Government, the Commissioner of Labour and the Security Guards Board every six months.

(3) The Security Guard Agency should submit proof of the previous contributions of employees’ Provident Fund and ESIC within a period of three months from the date of publication of this Notification to the Government. Otherwise, the exemption given to the concerned Security Guards will be cancelled.

(c) *Annual Return*.—Every Agency shall submit at Annual Return of Income Tax, P.F., E.S.I. duly certified by Chartered Accountant, in Form-D on or before 30th of June of every year to the Government and the Board, along with copies of challans and other details.

8. *Enrollment of the Agency with the Board*.—The Agency should get itself enroll with the Board according to the provisions of Clause 13(2) of the Maharashtra Private Security Guards (Regulation of Employment and Welfare) Scheme, 2002, as an employer agency and shall register exempted Security Guards under Clause 14(3) of the Scheme applying in the Form devised by the Board by paying prescribed registration fee within a period of one month from the date of issuance of this Notification.

9. *Registration of Principal Employer of Employer Agency*.—The Principal Employer who is engaging exempted Security Guards of the agency shall get register with the Board as provided under Clause 13(1)(a) of the Scheme within 15 days from date of exempted Notification, applying in the Form devised by the Board by paying prescribed registration fee.

10. *Enrollment fees*.—While getting itself registered with the Board, the Agency should pay Registration Fee to the Board as per clause 17 of Maharashtra Private Security Guards (Regulation of Employment and Welfare) Scheme, 2002 within stipulated time.

11. *Registered Office*.—Every Agency shall have registered office which shall be notified to the Government, Commissioner of Labour and the Board. In case of change in address or change in name, the same shall be informed to the Government and to the Board along with documentary proof thereof within a period of 15 days from such change, so as to Government can issue Notification in respect thereof. Board shall take note of such changes after issuance of the Notification.

12. *Allotment of Guards*.—The Agency shall not allot their Security Guards to such Principal Employers who are registered with the Board. If agency deploys its Security Guards to such Principal Employer in that case exemption will be cancelled.

13. *Issue of Identity Cards/Attendance Card*.—Every Agency shall issue identity card, attendance card to Security Guards and Officers engaged and deployed by them.

14. *Payment of Legal Dues*.—Whenever a Security Guard leaves his job, it is obligatory on the part of the agency to pay all the legal dues to him and copy of the records thereof shall be submitted to the Board including gratuity and other legal dues.

15. *Employment with one principal Employer at a time.*—Every Agency shall also ensure that its Security Guards shall not work for more than one Principal Employer at a time.

16. If any Security Guard is asked to work beyond the radius of 50 kms. from his place of residence, the Employer Agency shall pay an allowance @ 20% of total emoluments of such Security Guard.

17. The Agency and Principal Employer is liable to abide with any other terms and conditions, which may be imposed in favour of Security Guard by the Government of Maharashtra or Board in future.

18. The exempted Security Guard Agency should pay levy @ 3% to the Board per month on wages paid to the Security Guards on or before 10th of every month. The agency should start paying such levy within the period of 1 month from the date of exemption Notification. The employer agency who persistantly makes default in remitting the amount of 3% levy within the time limit specified as above, shall further pay by way of penalty, surcharge @ 10% of the amount to be remitted.

19. In case, the Principal Employer discontinues the exempted Security Guards due to expiry of agreement or due to any reason, in that case, the agency shall submit the details of such Principal Employers and the Security Guards to the Board within 7 days from such discontinuation. In such case the registration of the said Principal Employer shall stand cancelled. The agency shall also submit the details of Security Guards who have left the services due to any reason alongwith details of the Principal Employers to the Board and concerned Police Station within 7 (Seven) days. On receipt of the above details Board will cancel the registration of such exempted guards.

20. From the amount of the payment made by the Principal Employer to the Security Agency, the Security Guards will be paid at least an amount which has been fixed by the Board towards the wages and all the statutory benefits towards Provident Fund, E.S.I.C., Payment of Bonus, leave with wages, leave on national holidays etc. or the same shall be the amount equivalent to 56% of the gross payment made by the Principal Employer to the Security Agency, whichever is higher.

21. The Principal Employer will pay to the agency on a *prorata* basis for the reliever who would be relieving the Security Guard in case of his weekly off or the amount paid to the reliever shall be 10% of the basic wages, or whichever is higher.

22. The amounts of levy to be deposited to the Security Guards Board, the cost of training of the Security Guards, the cost of supervision, administration of profits of the agency the total cost of which will not exceed more than 30% of the total amount paid by the Principal Employer to the agency.

23. The Service Tax will be levied on the total mandatory cost mentioned herein above at the rate which is in force at any given point of time.

24. In addition to this uniform will be provided to the Security Guards. For this purpose an amount of 4% per annum should be delineate.

25. Wages of the Security Guards will be paid not later than 7th of every next month.

Breach of any of above conditions by the employer agency shall make employer agency liable for cancellation or revocation of the exemption granted under this notification.

It shall be the responsibility of the Principal Employer to see that the terms, conditions and rules are followed scrupulously and in case the agency fails to grant the benefits to the exempted Security Guards as per the conditions of Notification the Principal Employer will be held responsible to pay the same to the exempted Security Guards.

FORM 'A'

Quarterly Return to be filed by the Agency

Quarterly Return for the months

Date :

(January-March,

April-June,

July-September,

October-December.) :

Name and Address of the Agency :

Notification No. and Date :

Registration No. of Agency with the Board :

Serial Number	Number and Address of the Principal Employer	Location of Security Guards deployed	Name and Category of the Guards
(1)	(2)	(3)	(4)

Authorised Signatory,
(Name and Designation).

FORM 'B'

Half Yearly Return to be submitted by Security Guards Agency

Period of Return : January to June/

Date :

July to December.

Name and Address of the Agency :

Notification No. and Date :

Registration No. of Agency with the Board :

Serial No.	Name and Address of Principal Employer	Total No. of Security Guards engaged Categorywise	No. of Security Guards who have left the Security Guards Agency Categorywise	Number of Security Guards Newly Recruited Categorywise
(1)	(2)	(3)	(4)	(5)

Authorised Signatory,
(Name and Designation).

FORM 'C'

Statement to be submitted to the Security Guards Board regarding disbursement of wages.

Disbursement of wages for the month of :

Name and Address of the Principal Employer :

Name of the Bank (Branch and Address) :

Serial No.	Name of the Security Guard	No. and Date of the Cheque	Amount
(1)	(2)	(3)	(4)

Authorised Signatory,
(Name and Designation).

FORM 'D'

Annual Return to be submitted by Security Guards Agency

Period of Return :

Date :

Name and Address of the Agency :

Notification No. and Date :

Registration No. of Agency with the Board :

Serial No.	Months (April to March)	Total No. of Security Guard engaged	Total Wages Paid to the Security Guard	The Wages on which the P.F. Contribution is deducted	3% Levy Submitted to the Board
(1)	(2)	(3)	(4)	(5)	(6)

Authorised Signatory,
(Name and Designation).

By order and in the name of the Governor of Maharashtra,

N. D. THORVE,
Section Officer.